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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

# bulletin

## Council debates policies and lobbying

by John Evans

September Council met in Ottawa for a day and a half. It was in notable contrast to the three day meeting in May which was the AGM of the association. While the May Council is concerned with the election of the next Executive and the setting of the budget, the September Council offered a considerable review of our policies and guides, on a number of important matters. A number of members of Council expressed the view that this was no bad thing since a some policy reviews had been put aside in May to deal with more pressing business.

One of the pleasures of Council is to meet friends from across the country. This began on Friday evening with a short informal session led by the President who discussed his plans for this Council and asked for questions about the present operation of the association. One of the points which emerged in discussion was the ever present pressure of business and the difficulties being encountered in dividing up the resources of the association to maximize the amount that could be accomplished.

Following a welcome from the President to members of Council and guests from the Association of Academic Staff of the University of Alberta, Ryerson Faculty Association and the University of Saskatchewan Faculty Association, Saturday morning was devoted to an examination of the lobbying priorities and reports.

The preparation for the predicted federal election was a major topic of discussion. CAUT's goals and plans were discussed. It was reported that faculty members can make a difference in the ridings and can certainly raise the issues of post secondary education during the election campaign. A special note was made that CAUT has not, and does not, take a position supporting any particular party or parties. It has positions, and advocates them vigorously and loudly but it is not partisan in its support of one or other of the parties. It was recognised that members of all three major parties belong to the association and it was suggested that they can raise issues within their party and see that post secondary education and research are raised as subjects for discussion.

The President reported on relations with the Council of Ministers of Education and the meeting which had been arranged to see the various members of that Council (this is the subject of the President's column in this Bulletin).

The Executive Secretary outlined the current legislative position on Copyright. This is an area of great interest to members especially as they are affected both as the producers of material which is protected and users of such material. He noted that the legislation is being brought forward in two stages and that only the first stage had passed into law - a report on

copyright lobbying is included in this edition.

The discussions with granting councils about their plans was also raised. Both NSERC and SSHRC have produced planning documents to which CAUT had given a reply. The whole area of research funding and the effect it has on universities remains an important issue for Council and it was returned to a number of times at this meeting.

The whole of the afternoon and most of Sunday morning were given to a discussion of policy matters and guidelines. Council adopted a policy on AIDS which is reproduced in full in this edition of the Bulletin. The debate on this policy was restrained and informed. A very useful function had been served by TUCFA who had asked a researcher in the University of Calgary Medical School to make suggestions about the proposed policy. It was noticeable that the professional understanding and skills of particular individuals around the table contributed to the quality of the considerations.

If the discussion on an AIDS policy was dealing with an area new to CAUT, that on the activities of police forces on campuses developed an old one. This policy, brought forward by the Academic Freedom and Tenure Committee, aims to find a balance between appropriate policing, and protecting academics from intrusion. In the course of the debate some small modifications were made and the policy was adopted by Council. That policy too is reproduced in this edition of the Bulletin.

There was a lively debate on the proposed Science and Research Policy. This was the first product of the discussion in small groups which had been a new feature of Council last year. In these groups, individuals with a special interest and knowledge of the topic for discussion have met for an hour or so and discussed an issue. The value of that approach is seen in the quality of the paper before Council (the version adopted by Council is printed in this edition of the Bulletin). Some speakers expressed concern that this document does not cover, in sufficient depth, the scholarly activities of those who do not function within the usual environment of scientific or humanities research. They flagged a valuable point. It will be interesting to see if Council returns to this at some future date.

Council also considered a document on the abuse of professional authority: sexual harassment. This was a policy document which had originated with the Status of Women committee and had been jointly considered by AF&T.

See COUNCIL/6

## Le Conseil discute politiques et lobbying

par John Evans

Le Conseil s'est réuni à Ottawa en septembre pendant une journée et demie. Par rapport à l'assemblée générale annuelle il en a été autrement. Celle-ci offrait un contraste notable. Alors que l'assemblée de mai s'attachait surtout à l'élection d'un nouveau Comité de direction et à l'établissement du budget, l'assemblée de septembre, par contre, a permis aux membres du Conseil de se pencher sur des énoncés de principes et des guides ainsi que sur un bon nombre d'affaires importantes. Selon de nombreux membres du Conseil, ce ne fut pas une mauvaise chose puisqu'il avait fallu mettre de côté en mai l'examen de quelques énoncés de principes afin de pouvoir régler des affaires plus pressantes.

Les assemblées du Conseil sont une heureuse occasion, entre autres, de rencontrer des amis des quatre coins du pays. En septembre, les retrouvailles ont commencé le vendredi soir par une brève séance animée par le président qui a discuté de ses projets pour l'assemblée et qui a demandé aux membres s'il avaient des questions sur le fonctionnement actuel de l'association. Il est ressorti de la discussion, notamment, que la conduite des affaires exerce constamment des pressions et qu'il était difficile de diviser les ressources de l'association de façon à maximiser le volume de travail qui pourrait être accompli.

L'ordre du jour a été entamé le samedi matin après que le président eut souhaité la bienvenue

aux membres du Conseil et aux invités de l'Association of Academic Staff of the



Fred Wilson: Speaker of Council

University of Alberta, de la Ryerson Faculty Association et de l'University of Saskatchewan Faculty Association. Les membres ont ensuite

consacré la matinée aux priorités de lobbying et aux rapports. La préparation en vue des élections fédérales imminentes a été un important objet de discussion. On s'est également penché sur les objectifs et les projets de l'ACPU. On a signalé que les professeurs pouvaient jouer un rôle important dans les circonscriptions et qu'ils pouvaient certainement soulever la question de l'enseignement postsecondaire pendant la campagne électorale. On a fait remarquer que l'ACPU n'appuyait aucun parti en particulier et qu'elle ne le ferait pas. Elle prend des positions qu'elle défend avec vigueur sans toutefois montrer de parti pris envers l'un ou l'autre des partis. On a admis que des membres des trois formations politiques principales faisaient également partie de l'association. Il a donc été proposé qu'ils puissent soulever des questions touchant l'enseignement postsecondaire et la recherche comme matière à discussion au sein de leur parti.

Le président a fait état des relations avec le Conseil des ministres de l'Éducation et des rencontres avec ses différents membres. (Le mot du président dans le présent numéro porte sur cette question).

Le secrétaire général a fait rapport sur la situation juridique actuelle du droit d'auteur. Cette question revêt un grand intérêt pour les membres notamment parce qu'elle les touche en tant que producteurs de matériel protégé par un droit d'auteur et en tant qu'utilisateurs de ce matériel. Il a fait remarquer que le projet de loi avait été introduit en deux parties et que seule la

première partie avait été adoptée. Le présent numéro contient un rapport sur le lobbying en faveur des droits d'auteur.

Les membres ont également discuté des conseils subventionnaires et de leurs projets. Le CRSNG et le CRSH ont tous les deux publiés des documents de planification à l'égard desquels l'ACPU a fait part de ses réactions. Toute la question du financement de la recherche et ses conséquences sur les universités demeurent un cheval de bataille important pour le Conseil. Le sujet a donc souvent été émis sur le tapis.

Dans l'après-midi et le lendemain, pendant une bonne partie de la matinée, les membres ont discuté des énoncés de principes et des politiques. Le Conseil a adopté un énoncé de principes sur le SIDA dont le texte intégral est reproduit dans le présent numéro. Le débat a été limité et informé. La TUCFA a beaucoup contribué à l'énoncé en demandant à un chercheur de l'école de médecine de l'Université de Calgary de formuler des suggestions. La compréhension et les connaissances de certains membres étaient évidentes, ce qui a contribué à la qualité des discussions.

Si, d'une part, l'énoncé de principes sur le SIDA représentait pour l'ACPU un nouveau champ d'activité, celui sur les forces policières dans les universités, par contre, était chose connue. Proposé par le Comité de la liberté universitaire et de la permanence de l'emploi,

Voir CONSEIL/6



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## Copyright and the universities

## Half-way there

Donald C. Savage

For as long as most people can remember the federal government has been promising to pass new copyright legislation. The Act dates from 1924 and has been hopelessly out of date for many years. The Trudeau government created a whole industry of false starts on this matter. The current Minister, the Hon. Flora MacDonald, astonished parliament watchers by actually bringing legislation forward and by instituting a process of consultation which required the interested parties to debate with each other and with her officials. She also adopted as her basic principle that copyright law existed to ensure the rights of creators — something that CAUT has been saying for a long time.

Regrettably the government chose to introduce the legislation in two parts. Part I passed through the parliamentary process in June. This created certain rights for the producers, many of whom, of course, are university professors. The law permitted the creation of collectives to administer copyright on behalf of authors and other creators. It increased fines for infringement. It created a Copyright Board to adjudicate disputes on fees, and it greatly broadened the moral rights of creators. The CAUT supported this phase of the

legislation. Miss MacDonald faced down the Senate which wished to block it, and it became law. In essence, for schools and universities it ensures that multiple copying will have to be paid for, as it now is, for example, in British universities.

However, there was an explicit promise to deal with the effect on research and other matters in phase two of the legislation. CAUT has been urging the government over the summer to get on with it and introduce the legislation. In particular, it appears that the government is sympathetic to the concerns expressed by CAUT about the need for certain legislative exemptions — single copies of articles, library copies of out-of-print books, replacement of damaged books, copying of rare books for their preservation, inter-library loan, protection of librarians if their copying machines are illegally used and the like. All these are needed to ensure that research and development is not impeded in this country and that Canadian researchers have essentially the same playing field as our competitors in the United States, Britain and Australia. It appears that the civil service has done its work. The legislation is ready. We await the Minister with some impatience.

## Le droit d'auteur et les universités

## Nous sommes à mi-chemin

Donald C. Savage

D' aussi loin que la plupart des gens se souviennent, le gouvernement fédéral n'a cessé de promettre une nouvelle loi sur le droit d'auteur. La loi actuelle date de 1924 et est complètement désuète depuis de nombreuses années. A cet égard, le gouvernement Trudeau a créé toute une litanie de faux départs. La ministre actuelle, Mme Flora MacDonald, a étonné les observateurs de la scène parlementaire en faisant avancer le projet de loi et en instituant un processus de consultation qui exigeait des parties intéressées de discuter ensemble et avec ses hauts-fonctionnaires. Elle a en outre adopté un principe fondamental selon lequel la loi sur le droit d'auteur existait pour garantir les droits des créateurs, ce que soutient l'ACPU depuis longtemps.

Il est regrettable, toutefois, que le gouvernement ait choisi d'introduire la loi en deux volets. Le volet I a été adopté en juin. Il crée certains droits pour les producteurs dont nombre d'entre eux sont, bien entendu, des professeurs d'université. La loi permet la création de sociétés de gestion collective chargées d'administrer les droits d'auteur au nom des auteurs et des créateurs. Elle augmente les amendes en cas de violations de la loi. Elle crée une Commission du droit d'auteur qui juge les litiges relatifs aux redevances et elle élargi beaucoup les droits moraux des créateurs. L'ACPU a appuyé ce

volet de la loi. Mme MacDonald a tenu tête au Sénat qui voulait bloquer le projet de loi et celui-ci est devenu loi. Essentiellement, la loi garantit que, dans les écoles et les universités, la reproduction multiple devra être payée, comme c'est maintenant l'usage dans les universités britanniques par exemple.

Cependant, on avait explicitement promis de traiter des conséquences sur la recherche et d'autres questions dans le volet deux de la loi. Au cours de l'été, l'ACPU a incité le gouvernement à aller de l'avant et à introduire le projet de loi. Il apparaît, en particulier, que le gouvernement soit sympathique aux préoccupations que l'ACPU a exprimées au sujet du besoin de prévoir dans la loi certaines exemptions, entre autres, la reproduction unique d'articles, les copies des bibliothèques de livres épuisés, le remplacement de livres endommagés, la reproduction de livres rares pour les préserver, les prêts inter-bibliothèques, la protection des bibliothécaires si leurs photocopieurs sont utilisés illégalement, etc. Toutes ces exemptions sont nécessaires pour empêcher les obstacles à la recherche et au développement au Canada et pour veiller à ce que les chercheurs canadiens jouissent de la même latitude que nos concurrents américains, britanniques et australiens. Il semble que les fonctionnaires aient fait leurs devoirs. La loi est prête. Nous attendons la ministre avec une certaine impatience.

## Lobbying on copyright

The Executive Secretary reported that CAUT had supported the passage of phase one of the federal copyright legislation on the understanding that phase two would address the concerns of the research community. The first phase created certain rights for the creators (see editorial p.2). Among other matters it ensures that multiple copying will have to be paid for in the future. CAUT has always felt that creators should be paid for such massive copying of their work.

The government invited CAUT to sit on two departmental committees along with other interested groups to attempt to work out compromises in regard to educational and library exemptions. The Executive Secretary reported that CAUT had taken the position throughout these discussions that researchers in Canada should be in roughly the same position in regard to the use of copyright materials as are our competitors in the United States, Britain, and Australia. The government recognized that the CAUT was in a unique position compared to the other groups in that it represented both creators and users. In particular, the Executive Secretary said that CAUT had lobbied for exemptions for such matters as single copies of articles, inter-library loan systems, copying for the purposes of securing out-of-print works, repairing or replacing works that were damaged or stolen,

ensuring that copies could be used of rare books in order to protect the originals, and the like. CAUT also lobbied for legal protection for librarians if their copying machines are used illegally. There was no doubt, he reported, that the most vigorous battle was over the single copy exemption for articles.

The Executive Secretary noted that the government seemed sympathetic to the concerns of the CAUT. He had been told that the legislation should be ready at the beginning of October. He thanked the faculty associations which had written to the Minister over the summer in support of the CAUT position.

The Executive Secretary also reported that he had approached the collective representing anglophone authors and the government to see if the repertoire of the collective could be computerized and put on line so that anyone with a modem could dial and find out if a work was in the collective. The same suggestion had been made to the government about statutory declarations made to the Copyright Board. It was too early to tell whether there would be a favourable response.

## Le lobbying sur le droit d'auteur

Le secrétaire général rapporte que l'ACPU a appuyé l'adoption du premier volet de la loi sur le droit d'auteur en comprenant que le volet deux traiterait des préoccupations des chercheurs. Le premier volet introduit certains droits pour les créateurs (voir l'éditorial en page 2). Il garantit, entre autres, que la reproduction multiple devra être payée à l'avenir. L'ACPU a toujours cru que les créateurs devaient être payés pour la reproduction massive de leurs travaux.

Le gouvernement a invité l'ACPU ainsi que d'autres groupes intéressés à siéger à deux comités ministériels dans le but d'essayer de trouver des compromis au sujet des exemptions des bibliothèques et à des fins éducatives. Le secrétaire général signale que la position de l'ACPU, tout au long de ces discussions, était que les chercheurs canadiens devaient avoir à peu près les mêmes avantages quant à l'usage de matériel protégé par un droit d'auteur que nos concurrents américains, britanniques et australiens. Le gouvernement reconnaît que la position de l'ACPU est unique par rapport à d'autres groupes, car elle représente tant les créateurs que les utilisateurs. Le secrétaire général ajoute que l'ACPU a exercé en particulier des pressions pour la reproduction unique d'articles, un système de prêts inter-bibliothèques, la reproduction d'ouvrages épuisés

pour leur protection, la réparation ou le remplacement d'ouvrages endommagés ou volés, la garantie que des copies de livres rares pourraient être utilisées pour protéger les originaux, etc. L'ACPU a en outre exercé des pressions en faveur de la protection légale des bibliothécaires si leurs photocopieurs sont utilisés illégalement. Il ne fait pas de doute, poursuit-il, que l'exemption pour la reproduction unique d'articles a soulevé les plus forts débats.

Le secrétaire général fait remarquer que le gouvernement semble prêter une oreille attentive aux préoccupations de l'ACPU. Il a appris que la loi devrait être prête au début d'octobre. Il remercie les associations de professeurs qui ont écrit à la ministre au cours de l'été afin d'appuyer la position de l'ACPU.

Le secrétaire général souligne également qu'il a été le terrain auprès de la société de gestion collective anglophone et du gouvernement dans le but de savoir si le répertoire de la société pourrait être informatisé en direct de sorte que quiconque disposant d'un modem pourrait y accéder et déterminer si un ouvrage y est inscrit. On a formulé la même suggestion au gouvernement au sujet des déclarations statutaires faites à la Commission du droit d'auteur. Il est trop tôt pour dire si la réponse sera favorable.



# President's message/Le mot du président

An important new avenue for effective CAUT lobbying was opened up in February of this year by the establishment of the Post-Secondary Ministerial Committee of the CMEC. The Ministerial Committee comprises those provincial ministers with the post-secondary education portfolio. It may seem strange—alarming even—that such a body is not a long-established fact; be that as it may, CAUT must now act so as both to encourage and to profit from its long-term existence and viability.

I suggest that there are at least three reasons why this Ministerial Committee is of great importance to CAUT. First, the Committee provides a high-level framework for the discussion of problems and objectives in post-secondary education from a common (neither provincial nor federal) perspective. The fact that Universities are primarily a provincial responsibility has all too often led to an unfortunate and quite unnecessary lack of communication across provincial boundaries by those responsible for our well-being. Indeed, actions by a minister in one province have sometimes led to a minister in a second feeling threatened.

This is unfortunate, especially in cases where the issue at hand is not one which invites a purely regional approach. Federal research funding and federal funding for native students are but two examples of many where a cooperative approach could only assist all regions.

Second, and related, the ministers could have great impact by a united approach to the federal government in connection with

items where the federal level of government has responsibility. Let us consider the two specific items that I have just mentioned. Unless funds to the granting councils are increased, along for example, the lines suggested in the Lortie Report, all universities will suffer and pressure is likely to be put on all provincial treasuries to provide compensatory funding. The same applies to federal caps on funding for qualified native students under policy directive E12 within the DIAND. And these are just two examples of where all provincial ministers could gain much by establishing common ground for a concerted approach to the federal level of government.

Thirdly, the ministerial committee is of direct importance to CAUT. It is very encouraging that the ministers, for their part, have acknowledged the importance to their work of the contributions of this and other national associations. I was invited, as president of CAUT, to take active part in the inaugural meeting of the committee in Quebec City in June, and was very gratified by the positive reception I received and by the generally positive response to the suggestion of Mr. Claude Ryan that associations such as ours be invited to all future meetings as a participant.

It strikes me how closely the composition of this committee corresponds to one way in which we should be carrying out our lobbying. We can now approach provincial ministers as a national organisation, discussing matters which are not of purely provincial concern. And we can undertake such lobbying as joint meetings with

CAUT national officers and members of the local or provincial association in question. This individual lobbying of ministers, to discuss post-secondary education in the context of the ministerial committee, and therefore in the context of national rather than local concerns, is a tremendously useful complement both to CAUT's national lobby, and to ongoing local lobbying. The effectiveness of this approach has been quite evident in the five meetings with provincial ministers we have held at the time of writing. I am most grateful to associations in the provinces of New Brunswick, Ontario, Manitoba, Saskatchewan, and British Columbia for their tremendous assistance in arranging and taking part in the meetings, and also for arranging a good deal of useful media work. I hope to meet with all other ministers in the near future.

Next month's Bulletin will contain a fuller account of the meetings that have been held. The issues we have been addressing have been selected by the executive from among the well established policies and positions of CAUT as issues where a common inter-provincial approach seems useful and feasible. We have concentrated on three major areas:

- Our view that the Committee is important, should be active, should consult with CAUT regularly (following Claude Ryan's suggestion) and should build on the momentum of their inaugural meeting. We have also asked for the ministers to sponsor an annual policy conference on post-secondary education.

- University research. We have asked the ministers to take a firm stance on the implementation by the federal government of the Lortie recommendations on research funding. And we have insisted that contracts for research to produce data on the universities themselves, something that many deem essential, be awarded through increased funding to SSHRC, rather than giving any group privileged access to such funds;
- Accessibility. We have pressed hard for the removal of the cap on funding for Indian and native students, and argued for a common approach towards removal of differential fees for (initially) foreign graduate students.

The ministers reacted in an encouraging way to a number of these suggestions. We now await some action. What does appear clear is that the ministers are committed for the present to the continuance of the work of the committee. That at least would be a positive outcome of our efforts. We simply cannot afford to lose any part of the potential of this ministerial body.



by/par Peter King

La mise sur pied en février dernier d'un comité ministériel chargé de l'enseignement postsecondaire du CMEC a ouvert à l'ACPU de nouvelles portes pour exercer efficacement des pressions. Le comité se compose de ministres provinciaux responsables de l'enseignement postsecondaire. Il peut paraître curieux, voire inquiétant, que ce comité n'ait pas été créé il y a longtemps. Quoiqu'il en soit, l'ACPU devra désormais encourager l'existence et la viabilité à long terme du comité et en tirer profit.

D'après moi, il existe au moins trois raisons expliquant pourquoi le comité revêt une si grande importance pour l'ACPU. D'abord, le comité fournit une structure de calibre permettant de discuter de problèmes et d'objectifs communs au secteur de l'enseignement postsecondaire qui ne soient ni provinciaux ni fédéraux. Les universités étant principalement de compétence provinciale, il en découle trop souvent un manque de communication malheureux et inutile d'une province à l'autre par ceux qui sont responsables de notre bien-être. De fait, les gestes d'un ministre dans une province poussent parfois un ministre d'une autre à se sentir menacé. Voilà une situation bien malheureuse surtout si la question en jeu n'est pas uniquement à caractère régional. Le financement de la recherche et l'aide financière aux étudiants autochtones par le fédéral ne sont que deux exemples parmi d'autres montrant que seule une coopération pourrait aider toutes les régions.

En deuxième lieu, un point relié au premier, les ministres pourraient avoir une grande influence en faisant front commun dans les secteurs de ressort fédéral. Attardons-nous aux deux points précis que

je viens de mentionner. A moins d'augmenter les fonds des conseils subventionnaires, selon les recommandations du rapport Lortie par exemple, toutes les universités sont susceptibles de manquer de financement et tous les conseils du trésor provinciaux risquent de se voir presser de verser des fonds compensatoires. La même chose s'applique aux restrictions imposées par le fédéral à l'aide financière aux étudiants autochtones qualifiés en vertu de la directive E12 du ministère des Affaires indiennes et du Nord. Ce ne sont-là que deux exemples où les ministres provinciaux gagneraient beaucoup à se concerter pour influencer le gouvernement fédéral.

Troisièmement, le comité des ministres provinciaux est directement important pour l'ACPU. Il est très encourageant que les ministres, de leur côté, aient reconnu l'importance de l'apport de notre association et d'autres organismes nationaux à leurs travaux. A titre de président de l'ACPU, le comité m'a invité à participer activement à sa première réunion tenue en juin dernier à Québec. L'accueil que l'on m'a réservé m'a fait beaucoup plaisir. J'ai été ravi, également, de la réaction généralement positive envers la suggestion de M. Claude Ryan selon laquelle les associations comme la nôtre devraient participer à toutes les réunions futures du comité.

Je suis frappé de constater à quel point la composition du comité correspond de près à l'une des façons selon laquelle nous devrions effectuer notre lobbying. Désormais, nous pourrions nous adresser aux ministres provinciaux en tant qu'organisme national et discuter avec eux de questions qui ne sont pas uniquement de

nature provinciale. Nous pourrions même exercer des pressions de concert avec les dirigeants nationaux de l'ACPU ainsi qu'avec les membres de l'association locale ou provinciale en question. Ce lobbying individuel auprès des ministres visant à discuter de l'enseignement postsecondaire à l'échelle du comité et, par conséquent, à l'échelle nationale plutôt que locale, est un formidable complément tant au lobby national de l'ACPU qu'au lobby local permanent. Les cinq rencontres que nous avons eues au moment d'écrire ces lignes avec les ministres provinciaux prouvent l'efficacité de cette stratégie. J'adresse mes remerciements les plus sincères aux associations du Nouveau-Brunswick, de l'Ontario, du Manitoba, de la Saskatchewan et de la Colombie-Britannique pour leur aide formidable dans l'organisation de ces rencontres et pour leur participation. Je leur suis en outre reconnaissant d'avoir fait beaucoup de travail utile auprès des médias. J'espère rencontrer tous les autres ministres dans un avenir rapproché.

Le prochain numéro du Bulletin donnera un compte rendu plus complet des rencontres qui se sont tenues. Les questions que nous avons abordées ont été choisies par le Comité de direction parmi les politiques et les positions bien établies de l'ACPU où une concertation inter-provinciale semble utile et faisable. Nous nous concentrons sur trois secteurs principaux:

- Le comité est important, il devrait être actif et consulter régulièrement l'ACPU, selon la suggestion de M. Claude Ryan. Il devrait maintenir l'élan engagé lors de la première réunion. Nous avons également demandé aux ministres de parrainer un

congrès annuel de réflexion sur l'enseignement postsecondaire.

- La recherche universitaire. Nous avons demandé aux ministres de prendre une position ferme vis-à-vis la mise en oeuvre des recommandations du rapport Lortie par le gouvernement fédéral. En outre, nous avons insisté pour que les contrats de recherche sur les universités, ce que de nombreuses personnes jugent essentielles, soient octroyés au moyen de crédits accrus du CRSH, plutôt que de donner à n'importe quel groupe un accès privilégié à ces fonds;
- L'accessibilité. Nous avons exercé des pressions pour que les restrictions imposées à l'aide financière aux étudiants indiens et autochtones soient éliminées et nous avons insisté pour qu'une concertation se fasse afin d'éliminer les frais de scolarité supplémentaires exigés des étudiants diplômés étrangers.

Les ministres ont réagi de manière fort encourageante à nombre de ces suggestions. Nous attendons maintenant des gestes de leur part. Il semble certain que les ministres sont désireux, pour l'instant, de poursuivre les travaux du comité. Nos efforts, au moins, n'auront pas été vains. Nous ne pouvons tout simplement pas nous permettre de perdre une parcelle du potentiel de ce comité de ministres.



# Acquired Immune Deficiency Syndrome (AIDS) in the Universities

## Preamble<sup>1</sup>

Acquired Immune Deficiency Syndrome (AIDS) is a fatal infection apparently caused by the Human Immunodeficiency Virus (HIV) which destroys the body's ability to fight infection. There is, at present, no cure and increasing evidence that a significant proportion of those infected by the virus will eventually contract fully-developed AIDS. At earlier stages of infection there may be no indication of illness at all, or only milder illnesses called Symptomatic HIV Infection.

The presence of antibodies to the AIDS virus can be detected by reliable laboratory testing of blood samples. Antibodies to the virus may not appear, however, for several months after infection. Even if mandatory testing were desirable, which CAUT believes it is not, this limits the utility of testing as a means to identify those who are antibody-positive. It would fail to detect those who are infected but have not yet developed antibodies.

In order to be transmitted the virus must enter the blood stream. The evidence at present suggests that this can occur only in extremely limited ways. Carriers of the AIDS virus can infect non-carriers primarily (i) by sexual contact where there is an exchange of blood, semen or vaginal secretions (ii) by sharing intravenous drug needles with non-carriers of the virus, and (iii) by transmission from a pregnant woman to her unborn child. Since 1985 the possibility of infection by transfusion of infected blood and blood products has been almost eliminated by the screening methods used in hospitals and blood banks, as has the risk of transmission from infected organs or tissues.

The AIDS virus is extremely fragile. It is quickly and easily destroyed outside the body. It cannot be transmitted by casual, everyday contact or by coughing or sneezing. It cannot be transmitted by sharing swimming pools, saunas, eating utensils or food with infected persons. There is no danger to uninfected persons in attending classes and seminars with those who have AIDS, or who are antibody-positive. It is not necessary to restrict the access of students or members of the academic or support staff who test antibody-positive to cafeterias, snack bars and other common university areas. Nor is it necessary to prevent those who are antibody-positive from preparing or serving food.

In an ideal world, policies and procedures specifically addressing the issues surrounding AIDS would not be necessary. Those affected by the HIV infection would be treated within guidelines and procedures generally established for communicable and life-threatening diseases. Specific personnel policies for those who are HIV antibody-positive or have AIDS or symptomatic HIV infection may imply that those with HIV infection are essentially different from carriers of other diseases. In this sense, the existence of policies applying to them alone might be viewed as implicitly discriminatory. However, experience has shown that people often react to the existence of AIDS in an extremely emotional manner. Frequently value judgments are expressed and behaviours advocated that are punitive to the HIV infected person and detrimental to efforts to prevent the spread of the HIV virus. It is this social context of fear and controversy that make it advisable to have specific guidelines for dealing with the issues surrounding AIDS. The intent is to help ensure that the rights of the HIV infected person are not violated and to help ensure that the response to AIDS is in a manner appropriate to objective information about the disease.

## Recommended University Policies Relating to AIDS

1 Universities have an obligation to provide frank and complete educational materials and counselling on HIV infection and how it is contracted. Such information should be designed to reduce apprehensions about the disease in the academic community generally and to instruct

those engaged in high-risk behaviours on how to reduce the danger of infection.

2 All students enrolling in a university for the first time should be given a frank and useful booklet on AIDS as should all new employees. The university administration, and those responsible for counselling, should ensure that there is periodic and frank information on AIDS publicized in the university and student newspapers and elsewhere in the university. Frankness means, among other matters, a discussion of the use of condoms. Universities should not submit to censorship in such campaigns from minorities who are opposed to open discussion of sexual matters. The university should be as open and free on this matter as on anything else. The university administration should take positive steps to ensure that those administrators who might be involved in the application of an AIDS policy are properly educated about AIDS, the ethical problems associated with the disease, the university's policy on AIDS, and the legal position in the province concerning the release of information about infected persons.

3 Universities have a duty to ensure that there is a dispassionate discussion of AIDS on campus and should assist in responding to unscientific and prejudiced public discussion of this issue. Universities should also do what they can to ensure that there is a reasonable investment in scientific research on AIDS and, in particular, they should lobby the federal government to ensure that undertakings to increase the financing of AIDS research are implemented.

The university community should take the lead in encouraging the local community and the province to provide publicly supported palliative care so that terminal illness, including AIDS, can be treated with dignity. This is an important social and political act on the part of the university because dread of AIDS in some parts of Canada is inhibiting the creation of effective care facilities.

4 University communities should realize that panic over AIDS frequently results in overt and covert attacks on male homosexuals even though the disease is not restricted to them. The rights of homosexuals on campus should be guaranteed by properly negotiated human rights sections of university policies or collective agreements which prohibit discrimination on the grounds of sexual orientation. Even in those provinces (Quebec, Manitoba and Ontario) where there is protection against discrimination on grounds of sexual orientation it is preferable to have the legal guarantee in collective agreements as well, since enforcement is normally quicker and sometimes more effective.

Universities should not discriminate against students or members of the academic or support staff who have AIDS, symptomatic HIV infection, or who test positively for antibodies to the virus. They should not refuse to admit as students, or to employ, or to continue to employ, as academic or support staff, HIV-infected persons. University policies should be consistent with provincial occupational health and safety regulations.

5 Academic or support staff who suffer from AIDS and who, by objective standards, become incapable of carrying out their jobs should be treated through the disability provisions of the university. Universities should not agree to the amendment of life, health or disability insurance plans which would discriminate, in any way, against those who have AIDS or who carry the virus. In particular, universities should not agree to exclude persons with AIDS or HIV infection from short and long-term medical coverage including disability.

6 Universities should not require students, academic or support staff to undergo compulsory testing for HIV antibodies although it is recognized that clinical faculty performing invasive procedures may be subject to mandatory testing by the requirements of third parties. Universities

should facilitate access to appropriate counselling and voluntary testing. Such voluntary testing should preferably be done on the advice of a physician, and persons should not be discouraged from seeking such advice. The university should provide free testing and counselling services for students and staff or should ensure that these are available in the community or through negotiated health plans. The identity of students or members of the academic or support staff who test positively for HIV antibodies or who have AIDS or symptomatic HIV infection should be protected.

Problems of contact tracing or infectivity or inappropriate behaviour should be dealt with by the physician caring for the sero-positive patient according to the laws of the province in question, and not by the university.

7 Universities should not attempt, by questionnaires, screening techniques or by other means, to identify students or members of the academic or support staff who have tested positively for HIV antibodies.

8 Students and members of the academic and support staff who are antibody-positive or who have AIDS should not be restricted in their access to university gymnasiums, swimming pools or other recreational or athletic facilities. Nor should they be required to undergo mandatory antibody-testing in order to qualify to use athletic or recreational facilities or to participate in university sports and other recreational activities. In situations where it is necessary to render first-aid normal precautions should be taken to avoid coming directly in contact with blood. The use of disposable gloves is desirable when possible.

9 Students and members of the academic and support staff who test antibody-positive should not be prevented from participating in laboratory and clinical courses in, for example, Faculties of Health Science (Medicine, Dentistry, Nursing etc) except as provided for in article 6 above. The appropriate standards of hygiene,

sanitation and sterility normally applied in such facilities are sufficient to prevent accidental infection.

10 Members of the university community, particularly students, who have tested positively for the HIV antibody should not be required to undergo immunization since immunization with live viruses may lead to serious consequences in persons with poorly functioning immune systems.

11 Each university should develop a guideline on AIDS covering students, academic and support staff which incorporates the principles outlined above.

Approved by AFT Committee, March 1988.

Revised by AFT Committee, July 1988.

Approved by Council, September 1988.

1 The information contained in the preamble has been confirmed with the Federal Centre for AIDS. New scientific information is, however, becoming available on a regular basis and the preamble will, no doubt, have to be revised from time to time.

2 In May 1988 the Canadian Human Rights Commission agreed that being HIV infection free may be a bona fide occupational requirement where an individual in a medical facility performs invasive procedures "which result in exposure to blood or blood products and the risk is real after all reasonable precautions have been taken". The other two bona fide occupational requirements recognized by the Commission do not seem to apply in any significant way to universities - where it is an essential requirement of a position that the employee travel to countries which bar entry to those infected with the HIV and where the employee performs job duties which impinge on the safety of the public and performs these duties alone.

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(1989)		
JANUARY JANVIER	DECEMBER 6 6 DECEMBRE	DECEMBER 21 21 DECEMBRE
FEBRUARY FEVRIER	JANUARY 13 13 JANVIER	JANUARY 20 20 JANVIER
MARCH MARS	FEBRUARY 10 10 FEVRIER	FEBRUARY 17 17 FEVRIER
APRIL AVRIL	MARCH 13 13 MARS	MARCH 22 22 MARS
MAY MAI	APRIL 12 12 AVRIL	APRIL 21 21 AVRIL
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# Syndrome d'immuno-déficience acquise (SIDA) dans les universités

## Préambule

Le syndrome d'immuno-déficience acquise (SIDA) est une infection fatale causée, selon toute vraisemblance, par le Virus d'immuno-déficience humaine (VIH) qui détruit le système immunitaire du corps. À l'heure actuelle, il n'existe aucun remède et il apparaît de plus en plus qu'une proportion importante de personnes infectées par le virus seront atteintes du SIDA. À ses débuts, l'infection par le VIH ne provoque aucun symptôme apparent de maladie, sauf peut-être de maladie moins grave appelée l'infection symptomatique au VIH.

Des tests sanguins fiables effectués en laboratoire peuvent détecter la présence d'anticorps dirigés vers le virus du SIDA. Toutefois, ces anticorps peuvent se manifester plusieurs mois seulement après l'infection. Même si des tests sanguins obligatoires sont souhaitables, ce que ne croit pas l'ACPU, leur utilité est limitée en tant que moyen d'identifier les personnes présentant des anticorps. Les tests ne détecteraient pas les personnes infectées qui ne présentent pas encore d'anticorps.

Le virus est transmis par le sang. Pour l'heure, la preuve suggère que cela ne peut se produire que dans des situations très restreintes. Les porteurs du virus du SIDA peuvent infecter les non-porteurs principalement (i) par des rapports sexuels comportant un échange de sperme, de sécrétions vaginales ou de sang, (ii) par le partage de seringues avec des non-porteurs du virus pour l'injection de drogues et (iii) par la transmission d'une femme à son enfant pendant la grossesse. Le risque d'infection par transfusion sanguine ou réception de dérivés sanguins ainsi que le risque de transmission par des greffes d'organes ou de tissus est presque nul en raison des techniques de vérification mises en place depuis 1985 dans les hôpitaux et les banques de sang.

Le virus du SIDA est très fragile. Il se détruit rapidement et facilement en dehors du corps. L'infection ne se transmet pas lors de contacts anodins de la vie quotidienne, ou par la toux ou l'éternuement. Il est impossible de le contracter dans les piscines, les saunas, par la vaisselle ou les aliments. Les personnes non infectées peuvent assister sans danger aux cours et aux séminaires en compagnie de personnes atteintes du SIDA ou qui présentent des anticorps. Il n'est pas nécessaire de restreindre l'accès aux cafétérias, aux casse-croûte ou autres endroits fréquentés de l'université aux étudiants, aux universitaires ou au personnel de soutien porteurs d'anticorps. Il n'est pas non plus nécessaire d'interdire aux personnes présentant des anticorps de préparer ou de servir des aliments.

Dans un monde idéal, il ne serait pas nécessaire de disposer de politiques et de procédures abordant spécifiquement les problèmes liés au SIDA. Les personnes infectées au VIH seraient traitées en vertu de lignes directrices et de procédures généralement rédigées à l'intention des maladies transmissibles et qui constituent une menace pour la vie. Des politiques spécifiques touchant le personnel pour des personnes présentant des anticorps au VIH ou atteintes du SIDA ou de l'infection symptomatique au VIH peuvent sous-entendre que les personnes infectées au VIH sont essentiellement différentes des porteurs d'autres maladies. Elles pourraient percevoir comme discriminatoires les politiques qui ne s'appliquent qu'à eux. Cependant, il a été prouvé, par l'expérience, que la réaction des gens face au SIDA est souvent émotive. Ils expriment des jugements de valeur et ont des comportements qui nuisent aux personnes infectées au VIH et qui nuisent aux efforts visant à prévenir la transmission du virus. À cause du contexte social où règnent la peur et la controverse, il est conseillé d'élaborer des lignes directrices qui traitent des problèmes liés au SIDA. Elles visent à garantir aux personnes infectées que leurs droits ne sont pas violés et que la réaction au SIDA fait suite à une information objective sur la maladie.

## Politiques recommandées sur le SIDA à l'intention des universités

1. Les universités sont tenues de fournir de la documentation franche et complète et des conseils sur l'infection au VIH ainsi que sur les façons de le contracter. Cette information doit viser à réduire les appréhensions sur la maladie au sein de la collectivité universitaire en général et enseigner aux personnes sexuellement actives comment diminuer les dangers d'infection.

2. Tous les étudiants s'inscrivant à une université pour la première fois ainsi que tous les nouveaux employés devraient recevoir une brochure renseignant avec franchise sur le SIDA. L'administration de l'université, et les personnes responsables des services de consultation, doivent s'assurer que le SIDA fait périodiquement l'objet de campagne d'information franche et de publicité à l'université ainsi que dans les journaux étudiants et ailleurs à l'université. Par franchise, on entend, entre autre chose, un débat sur l'usage du condom. Dans ces campagnes, les universités ne doivent pas céder devant les minorités qui s'opposent aux libres discussions sur les questions sexuelles. L'université doit être aussi ouverte et libre de discuter de cette question que n'importe quel d'autre. L'administration de l'université doit prendre des mesures positives pour veiller à ce que les administrateurs participant à la mise en place de politiques sur le SIDA soient suffisamment renseignés sur la question, sur la politique de l'université en ce qui concerne le SIDA, sur les problèmes d'éthique associés à la maladie et sur la position juridique de la province quant à la diffusion d'information sur les personnes infectées.

3. Il est du devoir des universités de faire en sorte qu'un débat public sur le SIDA ait lieu sur le campus. Elles doivent aider à répondre au débat public non scientifique et empreint de préjugés portant sur cette question. En outre, les universités doivent faire tout en leur pouvoir pour s'assurer que la recherche scientifique sur le SIDA est financée raisonnablement et doivent, en particulier, exercer des pressions auprès du gouvernement fédéral pour veiller à ce que les promesses de hausse des crédits à la recherche sur le SIDA soient réalisées.

4. Le milieu universitaire doit faire figure de proue en encourageant la collectivité et la province à fournir des centres de soins palliatifs financés par les deniers publics pour que les malades en phase terminale, dont le SIDA, soient traités dans la dignité. Il s'agit-là d'un important geste social et politique de la part des universités parce que, dans certaines régions du Canada, la peur du SIDA empêche la création de centres efficaces de soins aux sidatiques.

5. Le milieu universitaire doit se rendre compte que les mouvements de panique à propos du SIDA provoquent souvent des attaques conscientes et inconscientes à l'égard des homosexuels même si la maladie ne se limite pas seulement à eux. Les droits des homosexuels à l'université doivent être garantis par des articles négociés sur les droits de la personne dans les lignes directrices des universités ou dans les conventions collectives et qui interdisent la discrimination fondée sur l'orientation sexuelle. Même dans les provinces comme le Québec, le Manitoba et l'Ontario, où il existe une protection contre la discrimination fondée sur l'orientation sexuelle, il est préférable d'incorporer également aux conventions collectives une garantie légale, puisqu'il est normalement plus rapide et parfois plus efficace de la mettre en vigueur.

6. Les universités ne doivent pas exercer de la discrimination contre les étudiants ou les membres du personnel universitaire ou de soutien qui sont atteints du SIDA, de l'infection symptomatique du VIH ou qui présentent des anticorps. Elles ne doivent pas refuser

d'admettre des étudiants, ou d'embaucher, ou conserver, en tant qu'universitaires ou personnel de soutien, des personnes atteintes du VIH. Les politiques de l'université doivent être conformes aux règlements provinciaux sur la santé et la sécurité au travail.

7. Les universitaires ou le personnel de soutien victimes du SIDA qui, selon des normes objectives, ne peuvent plus accomplir leurs tâches, devraient être traités selon les modalités de l'université en matière d'invalidité. Les universités ne doivent pas consentir à ce que les régimes d'assurance-vie, d'assurance-maladie et d'assurance-invalidité soient modifiés au détriment des sidatiques ou des porteurs du virus du SIDA. En particulier, elles ne doivent pas accepter que les personnes atteintes du SIDA ou de l'infection au VIH soient exclues des assurances-maladie de courte durée ou prolongées, y compris les assurances-invalidité.

8. Les universités ne doivent pas exiger des étudiants, des universitaires ou du personnel de soutien de subir des tests de dépistage des anticorps au VIH bien qu'il soit reconnu que les professeurs cliniciens utilisant des procédés propices à la contagion puissent faire l'objet de tests obligatoires à la demande d'une tierce partie. Les universités doivent faciliter l'accès à des services de consultation appropriés et à des tests volontaires. Ces tests doivent être effectués de préférence avec l'avis d'un médecin et il ne faut pas décourager les gens à demander cet avis. L'université doit fournir des tests de dépistage gratuits et des services de conseillers aux étudiants et au personnel ou elle doit s'assurer que ces mesures sont offertes dans la collectivité ou prévues dans des régimes d'assurance-maladie négociés. Il faut protéger l'identité des étudiants, des universitaires ou du personnel de soutien dont les tests ont été positifs, ou qui sont atteints du virus du SIDA ou de l'infection symptomatique au VIH.

9. Conformément aux lois de la province en question, c'est le médecin traitant la personne déclarée séropositive et non l'université qui doit s'occuper de retracer les personnes qui auraient été en contact avec le patient, des problèmes de contagion ou de comportement inapproprié.

10. Les universités ne doivent pas tenter, au moyen de questionnaires, de méthodes de dépistage ou autres, d'identifier les étudiants ou les universitaires ou le personnel de soutien dont les tests ont prouvé la présence d'anticorps du VIH.

11. Il ne faut pas limiter la liberté des étudiants, des universitaires et du personnel de soutien présentant des anticorps ou atteints du SIDA de fréquenter les gymnases, les piscines ou autres installations récréatives et sportives de l'université. Ils ne doivent pas non plus être tenus de subir des tests obligatoires de dépistage d'anticorps pour obtenir la permission d'utiliser les installations récréatives ou sportives ou de

participer aux activités sportives et récréatives de l'université. Dans les situations où des premiers soins sont nécessaires, il faut veiller à ne pas être en contact direct avec le sang. Lorsque la chose est possible, l'emploi de gants jetables est souhaitable.

12. Il ne faut pas empêcher les étudiants, les universitaires et le personnel de soutien dont les tests présentent des anticorps de participer à des laboratoires et à des cours cliniques dans les facultés des sciences de la santé par exemple (médecine, sciences dentaires, sciences infirmières, etc.) sauf dans les cas prévus à l'article 6. Les normes appropriées d'hygiène, et de stérilité qui sont habituellement appliquées dans ces facultés sont suffisantes pour prévenir les infections accidentelles.

13. Il ne faut pas obliger les membres de l'assemblée universitaire, en particulier les étudiants, à se faire vacciner car l'inoculation, en présence de virus actifs, peut avoir de graves conséquences sur des personnes dont le système immunitaire est faible.

14. Chaque université doit élaborer des lignes directrices sur le SIDA touchant les étudiants, les universitaires et le personnel de soutien qui incorporent les principes énoncés précédemment.

**Approuvé par le Comité de la liberté universitaire et de la permanence de l'emploi, mars 1988.**

**Révisé par le Comité de la liberté universitaire et de la permanence de l'emploi, juillet 1988.**

**Approuvé par le Conseil, Septembre 1988.**

1. Les renseignements donnés dans le préambule ont été confirmés auprès du Centre fédéral pour le SIDA. Toutefois, de nouvelles conclusions scientifiques sont communiquées régulièrement. Il faudra donc réviser le préambule à l'occasion.

2. En mai 1988, la Commission canadienne des droits de la personne a convenu qu'un état de santé exempt de l'infection au VIH pouvait être une exigence professionnelle sérieuse si une personne travaillant dans des installations médicales utilise des procédés propices à la contagion entraînant une exposition au sang ou à des dérivés sanguins et présentant un réel danger après que toutes les précautions raisonnables ont été prises. Les deux autres exigences que reconnaît la commission ne semblent pas s'appliquer de façon importante aux universités, soit le cas où une personne, dans le cadre de son emploi, est tenue de voyager dans des pays qui interdisent l'entrée aux personnes infectées au VIH et lorsque l'employé exécute seul des tâches qui affectent la sécurité du public.

## WLUFA receives interim certificate

The Wilfrid Laurier University Faculty Association is now certified as the bargaining agent for the faculty and professional librarians at Wilfrid Laurier University. The Association applied for certification in May, 1988 and after a brief hearing the Ontario Labour Relations Board determined that a certification would ultimately be issued - but at that time was unable to determine exactly which employees should be included. The Labour Board thus issued an interim certificate for a unit of faculty and directed that further proceedings take place on the issue of the inclusion of other groups such as librarians and persons holding "in resi-

dence" appointments. A Board Officer met the parties in September and the parties agreed to include the librarians in the unit and to exclude those who hold "in residence" appointments of one year or less (usually visiting artists and musicians who are on campus for a few months). Under the final certificate, which is expected shortly, WLUFA will represent all the full time faculty with the exception of Deans, the President and Vice-Presidents and all the librarians excluding the University Librarian. The Association is currently preparing to negotiate its first collective agreement.



## Gordin Kaplan

Gordin Kaplan was a Columbia PhD who spent his working life as an academic in Canadian universities; first at Dalhousie, then Ottawa, and finally at Alberta. Part of his contribution

to the Universities in this country was his service in CAUT, having been elected as President during 1970-1971.



The Executive of the Canadian Association of University Teachers heard at its July meeting of the death of Professor Gordin Kaplan. We were all profoundly saddened by this news. Some of us knew Gordin personally; others only by reputation, but we all did know that he was that rare academic who could combine high intellectual achievement with commitment and moral mission. CAUT in particular remains indebted to Gordin for his work as President of our association and his unwavering support thereafter. Gordin was one of a group within our organization which brought CAUT to understand that it must defend the rights of the unten-

ured and the young as well as those already established in the profession. It fell to him and his associates at CAUT to implement the 1967 declaration of CAUT which insisted that the untenured had a right to fair and reasonable tenure procedures and to protections from unjustified dismissal. Implementing those ideas produced convulsions both in certain universities and within CAUT. Gordin was more than equal to the task of leading us through those problems without losing our way. We owe him a lot for it. How quickly academics forget that it was just yesterday that CAUT through individuals of the stature of Gordin led the move-

ment to ensure that such matters as tenure, dismissal for just cause, and the like would be a matter of legal right established by contract and not simply a matter of employer good will.

Gordin was also committed to the view that Canada should be on the forefront of scientific research. It was thus only fitting that the University of Alberta should have had a conference in his honour on this subject last spring. CAUT was pleased to participate through the presence of our then President, Professor John Evans, and our Executive Secretary, Professor Donald Savage. The conference was a great success. However, it was typical of Gordin that he was not content to have everyone come to Edmonton to talk about research policy. He wanted some action as well. As a consequence, a series of resolutions were adopted which CAUT has urged both the Prime Minister and the Minister of State for Science and Technology to implement. CAUT hopes that this will happen as soon as possible.

We shall all miss Gordin—his commitment, his laughter, his drive, but above all his zeal for the ideal university, one that could never be reached but one that was worth fighting for.

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*Statement made by President Myer Horowitz, at the meeting of the University of Alberta's Board of Governors, Friday July 8, 1988.*

The University has been in mourning since Wednesday morning.

Gordin Kaplan made a difference during the seven years that he was a colleague. As members of the Board we had many opportunities to observe his enthusiasm for research and to benefit from his imaginative proposals.

The Reports that he prepared on the research activity of this institution during the period 1981-87 are a testament to the productivity we enjoyed under his leadership.

I shall have many fond memories of Gordin. Right now the most vivid ones are of his involvement in the National Conference on Research which we held here in his honour ten weeks ago. Many of us will be eternally grateful that he was not only able to be present, but that with his usual vigour, candour and passion he made presentations, he criticized those of others, and he stimulated us to move courageously

from where we are now to where he knew we need to go.

We have heard from his colleagues and friends from across this country and beyond during the last two days. Just yesterday I received a telegram from a former colleague of mine at McGill, Dr. Gordon MacLachlan, now Vice-President (research) at the university. The message reads as follows:

*"Please accept deepest regret from the many at McGill University who knew and admired Professor Gordon Kaplan at his premature death. We feel a great sense of loss of a brilliant and perceptive academic leader in Canada and we extend our sympathy to you and your colleagues of Alberta."*

Gordin Kaplan was thrilled to receive the Alberta Achievement Award from Premier Getty in late April. With the passing of

time, I am certain that there will be additional honours from our university and from other institutions and agencies. Our Board chairman, John Schlosser, suggested that we do something now, and I agree. I'm sure you will as well. Effective in 1989-90, we shall have three new postdoctoral fellowships - one in each of the humanities and social sciences, the natural sciences and engineering, and the medical sciences - to be known as the J. Gordon Kaplan Postdoctoral Fellowships. Gordin had a special commitment to the relatively young researcher at the beginning of his or her career and he had a determination that we achieve excellence in all of the scholarly fields and so I think that postdoctoral fellowships in each of the three recognized sectors will be an appropriate and lasting memorial to him.

Yesterday morning, on an informal visit to our Minister, Dave Russell mentioned to me how impressed he was with Gordin the first time he met him. He described him as dramatic, energetic, committed and loyal. That he was.

Some found Gordin cutting, overpowering, critical and harsh. He could be all of these things. But he was also compassionate, caring, loving and, yes, tender.

I know that you join me in extending to Sylvia and to his children, Beth and Michael, our heartfelt sympathy at their loss and ours, and our gratitude that they were willing to share Gordin with us.

## COUNCIL.....1

There was considerable discussion on the appropriate way to deal with the processing of a complaint, the protection of victims of sexual harassment as well as a concern that the person alleged to have behaved in this manner has an appropriate and proper defence. After a useful and detailed discussion the policy was referred to a joint committee to be established by the SWC, AF&T and the Coop.

The final major debate on policy matters was on a document presented by AF&T on fair appointment practices, which Council adopted as interim policy. Members of Council were made aware that this is an area of growing concern to AF&T because many of their new cases are arising from disputes in this area. It is a very difficult topic on which to develop policy since there is the ever present danger of creating

an administrative tangle and stepping on the individual discretion and judgement of people who are on appointments committee. Nevertheless, there is a real need in the universities to see that fair and reasonable practices are followed. While adopted as an interim policy, AF&T were asked to look at the document again having heard some of the concerns which were raised at Council. The fact that there are now three Councils a year allows policies to be reconsidered within a relatively short time and this makes Council more willing to refer matters a second time to the originating committee with a view to creating a better policy.

In addition to this considerable business in the areas of lobbying and policy development, Council also heard reports from FAPUQ and the Coop and dealt with the housekeeping matters that constantly arise in the association.

Altogether it was time usefully spent and a happy contrast to recent Councils where, by necessity, a lot of time has had to be spent on details of constitutions and by-laws. A reminder too, that CAUT has a tradition of successfully guiding the development of policy in the universities.

## CONSEIL.....1

cet énoncé de principes vise à trouver un équilibre entre des directives appropriées et la protection des universitaires contre l'intrusion. Pendant les discussions, on a apporté quelques légères modifications, puis le Conseil l'a adopté. L'énoncé de principes est reproduit dans le présent numéro. Le Conseil a adopté un document d'information sur l'enseignement et la recherche à l'étranger. Le document avait suscité des discussions considérables lors d'une

assemblée précédente à la suite de laquelle on avait demandé aux associations locales de faire part de leurs commentaires par écrit. Le débat a donc été limité.

Le projet d'énoncé sur la science et la recherche a suscité un débat animé. Cet énoncé est le premier produit des discussions en petits groupes, un nouvel élément des assemblées du Conseil de l'année dernière. Chaque groupe était composé de personnes s'intéressant à la question débattue et ayant des connaissances dans le domaine. Les membres se sont réunis pendant une heure environ et ont discuté d'un sujet donné. On peut se rendre compte de la valeur de cette méthode par la qualité du document présenté au Conseil. (La version adoptée est reproduite dans le présent numéro.) Certains porte-parole se sont inquiétés du fait que le document n'approfondissait pas la question des activités intellectuelles des personnes qui ne travaillent pas dans le milieu habituel de la recherche scientifique ou en sciences humaines. Ils ont soulevé un point valable. Il sera intéressant de voir si le Conseil reprendra cette question plus tard.

Le Conseil a en outre examiné un document sur l'abus de l'autorité professionnelle, notamment le harcèlement sexuel. Le Comité du statut de la femme est à l'origine de ce document qui a également été étudié par le Comité de la liberté universitaire et de la permanence de l'emploi. Les membres ont discuté abondamment de la meilleure façon de traiter les plaintes, de s'occuper de la protection des victimes de harcèlement sexuel ainsi que de procurer à la personne accusée une défense convenable. Après une discussion utile et poussée, l'énoncé de principes a été porté à l'attention du comité mixte que le Comité du statut de la femme, le Comité de la liberté universitaire et de la permanence de l'emploi et

la Coopérative mettront sur pied.

Le dernier débat important sur les énoncés de principes portait sur un document présenté par le CLUPE sur l'équité des méthodes de nomination, que le Conseil a adopté provisoirement. On a sensibilisé les membres du Conseil au fait que ce domaine préoccupe de plus en plus le CLUPE étant donné que nombre des nouvelles causes qui lui sont confiées découlent de litiges à cet effet. Il est très difficile d'élaborer une politique dans ce domaine puisqu'on risque toujours de créer un fouillis administratif et d'empiéter sur la discrétion et le jugement des membres des comités de nomination. Néanmoins, il existe, dans les universités, un besoin réel de faire respecter des méthodes de nomination justes et raisonnables. Les membres ont demandé au CLUPE d'examiner de nouveau le document, même s'il a été adopté provisoirement, à la lumière des commentaires exprimés à l'Assemblée du Conseil. En organisant trois assemblées par année, il est donc possible de réduire les énoncés de principes dans un délai relativement court. Le Conseil est par conséquent plus en mesure de renvoyer l'énoncé de principes au comité compétent dans le but de l'améliorer.

Outre l'étude des énoncés de principes et le compte rendu des activités de lobbying, le Conseil a également entrepris les rapports de la FAPUQ et de la Coopérative et a réglé les affaires internes de l'association qui surviennent constamment.

La dernière assemblée n'a pas été une perte de temps et offrait un heureux contraste par rapport aux récentes assemblées où il avait fallu consacrer beaucoup de temps aux statuts et aux règlements. Elle nous a également rappelé que l'ACPU avait comme tradition d'orienter avec succès l'établissement de lignes de conduite dans les universités.

## Les élections fédérales

L'ACPU a envoyé un questionnaire sur la recherche et l'enseignement postsecondaire à chacun des trois partis fédéraux. Il leur a été expédié à la fin d'octobre afin de leur laisser suffisamment de temps pour y répondre. Nous prévoyons publier leurs réponses dans le prochain numéro du Bulletin pour que les membres comprennent leurs positions respectives avant d'aller aux urnes.



## Collective Bargaining Cooperative continues membership option until December

**A**t its meeting on 16 September the Board of Directors of the Caut Collective Bargaining Cooperative (representing 42 Caut local associations/unions) modified its by-laws to subsidize, according to association size, the cost of assistance it will give to its member associations on arbitrations, negotiations and job actions.

The Board also indicated that it will likely modify another by-law this month to allow further associations/unions to join without paying the initiation fee. This option will be available until 31 December 1988 to associations that pay the dues for the period from 1 July 1988 onwards. This amendment arose because 3 or 4 associations/unions had indicated a wish to join - but had not had the time for proper consideration of the matter.

The new Policy, Planning and Publications Committee (PPPC) consists of Bob Rodger (Dalhousie, Chairperson), Paul Dussault (Ottawa, Treasurer), David Balzarini (UBC, Salaries Committee), Alain Chabot (Ste Anne, Non-

professorial Professional Staff Committee), John Heintz (Calgary, Pensions and Economic Benefits Committee), Rick McGaw (UNB, Rights and Clause-drafting Committee), Ramsi Salame (Laval), Don Savage (CAUT), and Ernest Zimmermann (Lakehead, Job Actions Committee).

The PPPC reported to the Board on activities over the year: a constitution, by-laws, list of Cooperative collective bargaining services, schedule of costs for such services, a budget, a staffing plan, and a job description for a collective bargaining officer have been approved. The ad hoc committees of the PPPC will prepare a series of flyers on topics of interest to the membership, such as misleading forms of salary analysis, options in pensions, improvements in long-term disability insurance, new model clauses, workloads, the special needs of non-professional sub-groups, how to organize strikes, communicating with the membership and interest arbitration. To assist in these and other activities, each of the ad hoc committees

is setting up a network of contact persons across the country who have a special interest and expertise in the various topics. People who have an interest in joining one of these networks should write to the Chairperson at the Caut office and say what their interests are.

The Board of Directors approved a motion for the PPPC to enter into a contract, with a suitably qualified person, to investigate and report on acquiring and analysing salary information outside of the usual Caut-Statistics Canada type. If a suitable proposal is made, another contract will be let to initiate the work. People who believe they are suitably qualified for such work, and have an interest in doing it, can obtain further information about the Request for Proposals from the Caut office.

The Cooperative took responsibility for the 1988 Collective Bargaining Conference, which was very successful. The 1989 conference will be held at the Far Hills Inn at Val Morin, Quebec from the evening of Saturday 17 to mid-day Wednesday 21 June 1989. The organising

committee is now being formed. Advice and suggestions for topics and procedures should, meantime, be sent to the Chairperson at the Caut office.

Plans for the Pension Workshop, to be held in the Chateau Laurier from 9 a.m. to 6 p.m. on Thursday 2 February 1989, have been developed by John Heintz. The Lawyers' Conference, to be held in Toronto from the evening of Friday 14 to mid-day Sunday 16 April 1989, is being scheduled by Bob Rodger. Chairperson Rodger is also planning the Senior Negotiators' Forum, to be held in Quebec City from the evening of Friday 21 to mid-day Sunday 23 April 1989. Suggestions for topics and procedures for the Forum are still welcome. Memorandum 88:59 on the above conferences and workshops was sent to local associations on 30 June 1988.

The PPPC welcomes comments, suggestions and enquiries - contact should be made in care of the Caut office.

## La Coopérative de négociation collective maintient son option d'adhésion jusqu'en décembre

**L**ors de sa réunion du 16 septembre, le Conseil de direction de la Coopérative de négociation de l'ACPU, laquelle représente 42 associations ou syndicats locaux de l'ACPU, a modifié ses règlements afin de subventionner l'aide accordée à ses associations membres pour des arbitrages, des négociations et des moyens de pression en fonction de la taille de l'association.

En outre, le Conseil a fait savoir qu'il modifierait un autre règlement ce mois-ci afin de permettre à d'autres associations ou syndicats d'adhérer à la Coopérative sans verser de droits d'entrée. Les associations qui paient les cotisations depuis le 1er juillet 1988 pourront se prévaloir de cette option jusqu'au 31 décembre 1988. Cet amendement découle des doléances de 3 ou 4 associations ou syndicats qui avaient manifesté le désir de devenir membres mais qui n'avaient pas eu le temps d'étudier convenablement la question.

Le nouveau Comité des politiques, de la planification et des publications (CPPP) se

compose de Bob Rodger (Dalhousie, président), Paul Dussault (Ottawa, trésorier), David Balzarini (U.C.B., comité sur les salaires), Alain Chabot (Ste-Anne, comité du personnel professionnel non professoral), John Heintz (Calgary, Comité sur les pensions et les avantages économiques), Rick McGaw (U.N.B., comité sur les droits et la rédaction de clauses), Ramsi Salame (Laval), Don Savage (ACPU) et Ernest Zimmermann (Lakehead, comité des moyens de pression).

Le CPPP a fait part au Conseil des activités de l'année: la rédaction des statuts et des règlements, l'établissement de la liste des services offerts par la Coopérative de négociation collective, le barème des tarifs de ces services, le budget, le plan de dotation du personnel et un énoncé de fonctions du (de la) conseiller(ère) en négociation collective. Les comités spéciaux du CPPP rédigent une série de dépliants sur des sujets intéressant les membres, entre autres les formes trompeuses d'analyse salariale, les options de retraite, les

améliorations à apporter aux régimes d'assurance-invalidité prolongée, les nouvelles clauses modèles, la tâche des professeurs, les besoins spéciaux des sous-groupes non professoraux, l'organisation des grèves, la communication avec les membres et l'arbitrage d'intérêt. Pour l'aider à réaliser ces projets, chacun des comités est à mettre sur pied un réseau pancanadien de personnes-ressources qui sont spécialisées dans ces domaines ou qui s'y intéressent particulièrement. Les personnes désireuses de se joindre à l'un de ces réseaux doivent écrire au président, au secrétaire de l'ACPU, pour lui indiquer dans quels domaines elles seraient intéressées à participer.

Le conseil de direction a approuvé une motion permettant au CPPP de passer un contrat avec une personne qualifiée pour qu'elle enquête et fasse rapport sur l'acquisition et l'analyse de données salariales, différenciant de celles de Statistique Canada utilisées par l'ACPU. Si une proposition raisonnable est formulée, nous accorderons un autre contrat

pour réaliser le projet. Les personnes qui estiment être qualifiées pour accomplir un tel travail ou qui seraient intéressées à le faire peuvent s'adresser au secrétaire de l'ACPU pour se renseigner davantage sur la "demande de soumission de projets".

La Coopérative a organisé la conférence sur la négociation collective de 1988 qui a remporté un vif succès. La conférence de 1989 aura lieu à l'Auberge Far Hills de Val Morin, au Québec, du samedi soir 17 juin au mercredi 21 juin en matinée. On est en train de mettre sur pied le comité organisateur. Dans l'intervalle, on recommande d'envoyer au président, au secrétaire de l'ACPU, des conseils et des suggestions pour des thèmes et des procédures.

John Heintz s'occupe de préparer l'atelier sur les pensions qui se tiendra au Chateau Laurier de 9 h à 16 h le jeudi 2 février 1989. Le colloque des avocats, qui aura lieu à Toronto du vendredi soir 14 avril au dimanche 16 avril 1989, en matinée, est organisé par Bob Rodger. Le président planifie également le colloque des négociateurs principaux qui se tiendra à Québec du vendredi soir 21 avril au dimanche 23 avril 1989, en matinée. Nous acceptons volontiers les suggestions de thèmes et de procédures pour ce colloque. La note 88:59 au sujet de ces colloques et ateliers a été envoyée aux associations locales le 30 juin 1988.

Le CPPP accepte les commentaires, les suggestions et les demandes de renseignements. Veuillez passer par l'entremise du secrétaire de l'ACPU.



### CENSURED ADMINISTRATIONS

Censure means that Caut has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which Caut believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from Caut for a resolution of the dispute. Censure is a notice to all members of Caut that they should inform themselves, in their dealings with a censored administration, of the issues involved in the censure. In particular, Caut members are asked not to accept appointments at a censored university; not to accept invitations to speak or attend academic conferences at a censored university; and not to accept any distinction or honour that might be offered by a censored administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the Caut Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censored universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions

which exist in the censored university and to persuade the censored administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under Caut censure:

**President and Board of Governors, University of Calgary (1979)**

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

**President and Board of Regents, Memorial University of Newfoundland (1979)**

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

### Un certificat d'accréditation provisoire pour la WLUF

L'association des professeurs de l'Université Wilfrid Laurier est maintenant un agent de négociation accrédité pour certains membres du corps professoral de l'université. L'association a fait une demande d'accréditation en mai 1988. Après une brève audition, la Commission des relations de travail de l'Ontario a décidé, en dernière analyse, de délivrer un certificat. Toutefois, elle ne pouvait pas à ce moment-là déterminer quels employés exactement seraient inclus. La Censure imposée par le Caut, par conséquent, délivrera un certificat provisoire pour une unité de professeurs et a demandé la tenue d'autres délibérations sur la question de l'inclusion de groupes comme les bibliothécaires et les professeurs résidents. Un agent de la commission a rencontré les parties en septembre. Celles-ci ont accepté d'inclure les bibliothécaires dans l'unité et d'exclure les professeurs résidents depuis un an ou moins (habituellement les artistes et les musiciens invités pour quelques mois). En vertu du certificat définitif, qui sera délivré sous peu, la WLUF représentera tous les professeurs à temps plein, sauf les doyens, le recteur et les vice-recteurs, ainsi que tous les bibliothécaires, à l'exception du bibliothécaire de l'université. L'association s'apprête actuellement à négocier sa première convention collective.

### The federal election

CAUT has sent a questionnaire on post secondary education and research to each of the three federal parties. The questionnaire was sent at the end of August so that there would be plenty of time before the election for the answers to be returned. We plan to publish those replies in the next edition of the Bulletin so that members will understand the respective positions before polling day.



## Policy Statement Concerning the Role of Public and Private Police Forces and Security Services on Canadian University Campuses

### 1 Préambule

Since its beginning CAUT has been concerned to protect the rights of individual members of the academic staff in their relationships with their universities and with the other private and public organizations with which they come in contact in carrying out their responsibilities.

CAUT is concerned that the activities of public and private police forces and security services on university campuses can threaten academic freedom. Experience has demonstrated that such concern is justified. Such activities can interfere with the rights of individual members of the academic staff and students and with the obligation of universities to foster freedom of thought, expression and intellectual inquiry without restriction.

Problems have been caused both by police forces and security services. The activities of the former RCMP Security Service have been of particular concern to CAUT. In 1984 it was replaced by the Canadian Security Intelligence Service. Members of the academic community should be aware that the mandate of the CSIS is to investigate "threats to the security of Canada". These expressly exclude "lawful advocacy, protest or dissent" unless carried on in conjunction with illegal activities. Complaints about the activities of CSIS may be drawn to the attention of the Security Intelligence Review Committee established by Parliament which can investigate and advise the government if it feels CSIS has acted improperly. It should be noted that there are also other security and intelligence services operating in Canada, whose activities might be of concern to CAUT.

### 2 Policy Statement

#### 2.1 Public and Private (non university) Police Forces and Security Services

2.1.1 Police forces and security services should restrict their activities on university campuses to investigating specific alleged violations of the law.

2.1.2 Such investigations should be drawn at the outset to the attention of the senior member of the university administration who has been assigned responsibility in this area (see 2.3.1).

2.1.3 Police forces and security services should not place or use informers on university campuses and should refrain from recruiting members of the academic staff and students as undercover agents or informers. This is not intended to suggest that members of the academic staff should not report criminal wrongdoing on campus when it comes to their attention nor is it intended to suggest that members of the academic staff evade their obligations as citizens to appear as witnesses in court proceedings.

2.1.4 University administrations should ensure that the rights of groups or individuals engaged in legal dissent are protected and should oppose the activities of police and security forces engaged in general surveillance of groups or individuals on university campuses.

2.1.5 Academic staff should be aware that cooperation with investigators including the security services in pre-employment inquiries about colleagues or students is voluntary. Respondents should satisfy themselves as to the credentials of those conducting inquiries. They should, if they agree to assist, provide information in writing only, and should have an opportunity to examine for accuracy a written record of information provided. They should be aware of relevant sections of the Policy Statement Concerning Professional Ethics and Professional Rela-

tionships. They should also be aware that a blanket refusal to answer any questions, even in writing, may cost the student or colleague the job for which they are applying if a security clearance is required. CAUT opposes the use of the police or security services to gather references as a surreptitious means to secure other information on campus or to recruit informants.

2.1.6 Members of the academic staff or students who are the subjects of pre-employment inquiries and related security clearances should be informed by the agency conducting the inquiry of the nature of the inquiry and, subsequently, of the results of the investigation unless such disclosure is prohibited by law.

2.1.7 University administrations should not restrict legitimate freedom of expression and assembly on campuses by using, in inappropriate contexts, laws or regulations designed for other purposes.

2.1.8 Local faculty associations and university administrations should develop policies designed to protect members of the local academic community from the inappropriate activities of private police forces and security services. Such police and security organizations should be given no special status on university campuses unless employed by or retained by, or under contract to, the university.

2.1.9 Information on the interests or borrowing patterns of library or archive users shall be released to police or security agencies only in response to court orders, subpoenas or warrants. This applies both to records of materials loaned from library or archival collections and to bibliographies and annotated lists of publications generated by data base computer searches.

#### 2.2 Campus Police Forces and Security Services

2.2.1 The members of police or security forces in the employ of, or under contract to, a university should be adequately trained to carry out the duties assigned to them. In particular they should be instructed in the basic principles contained in the Canadian Charter of Rights and Freedoms and in the meaning of academic freedom. They should be supervised in such a way as to ensure that their activities do not constrain legitimate freedom of expression and assembly. There should be a written policy which lays down in reasonable detail their duties, functions and responsibilities. They should have pay and working conditions which will attract and retain persons of suitable calibre.

2.2.2 The working relationship between a university and public police forces should be clearly established. It should not be the role of private police or security forces to handle investigations on campuses when it becomes clear that criminal charges are likely.

#### 2.3 Monitoring

2.3.1 University authorities should assign specific responsibility to a senior member of the administration to monitor the activities of public and private police forces and security services on university campuses and this person should report to the senior academic body in writing on an annual basis to ensure proper administration of the policy.

Approved by Council, September 1987.  
Revised by Council, September 1988.

## Enoncé de principes sur le rôle des forces policières et des services de sécurité publics et privés dans les universités canadiennes

### 1 Préambule

Depuis sa fondation, l'ACPU se préoccupe de la protection des droits des membres du personnel universitaire quant à leurs relations avec l'université qui les emploie ainsi qu'avec d'autres organismes privés et publics avec lesquels ils font affaire pour s'acquiescer de leurs responsabilités.

L'ACPU s'inquiète que les activités des forces policières et des services de sécurité publics et privés dans les universités puissent menacer la liberté universitaire. L'expérience a montré que ces inquiétudes sont fondées. Elles peuvent entraver les droits des universitaires et des étudiants ainsi que l'obligation des universités à encourager la liberté de pensée, d'expression et la liberté intellectuelle sans restriction.

Tant les forces policières que les services de sécurité posent des problèmes. Les activités de l'ancien service de sécurité de la Gendarmerie royale, remplacé en 1984 par le Service canadien du renseignement de sécurité, a particulièrement été une source de préoccupation pour l'ACPU. Les universitaires doivent être conscients que le Service canadien du renseignement de sécurité a comme mandat d'enquêter sur "les menaces à la sécurité du Canada". Ces menaces excluent expressément "les plaidoyers, les protestations ou les dissidences légales" sauf s'ils se produisent de concert avec des activités illégales. Il est possible de porter plainte auprès du Comité de surveillance des activités de renseignements de sécurité à propos des activités du SCRS. Le comité peut alors faire enquête et informer le gouvernement s'il juge que le SCRS a mal agi. Il est à noter qu'il existe d'autres services de sécurité et de renseignement au Canada dont les activités peuvent inquiéter l'ACPU.

### 2 Enoncé de principes

#### 2.1 Forces policières et services de sécurité (non universitaires) publics et privés

2.1.1 Les forces policières et les services de sécurité devraient limiter leurs activités dans les universités à des enquêtes précises prétendues sur des violations de la loi.

2.1.2 Ces enquêtes devraient dès le début être portées à l'attention du cadre supérieur de l'université responsable de ces questions. (voir 2.3.1).

2.1.3 Les forces policières et les services de sécurité ne devraient pas assigner des indicateurs ou recourir à leurs services dans les universités et devraient éviter de recruter des universitaires ou des étudiants à titre d'agents de renseignements ou d'indicateurs. Ceci ne veut pas dire que les universitaires ne devraient pas dénoncer les actes criminels dont ils sont témoins. Cet énoncé ne doit pas laisser supposer non plus que les universitaires devraient se soustraire à leurs obligations de citoyens pour témoigner en justice.

2.1.4 L'administration des universités devrait s'assurer que les droits des groupes ou des personnes mêlés à des dissidences légales sont protégés et elle devrait s'opposer aux activités de la police et des services de sécurité qui surveillent des groupes ou des personnes à l'université.

2.1.5 Il est nécessaire que les universitaires sachent qu'ils sont libres de collaborer avec les enquêteurs, dont les services de sécurité, qui se renseignent sur des collègues ou des étudiants avant leur embauche. Ceux qui acceptent de le faire devraient s'enquérir de leur compétence et leur fournir des renseignements par écrit seulement. Ils devraient pouvoir examiner l'exactitude du dossier comprenant les renseignements écrits. Ils devraient être au courant des articles appropriés de l'Enoncé de

principes sur l'éthique professionnelle et les relations professionnelles. En outre, ils devraient être conscients que, en refusant de répondre à quelque question que ce soit, même par écrit, ils risquent de faire perdre à un étudiant ou à un collègue l'emploi postulé si une autorisation de sécurité est nécessaire. L'ACPU s'oppose au recours à la police ou à des services de sécurité pour rassembler des références dans le but d'obtenir, clandestinement, d'autres renseignements à l'université ou de recruter des indicateurs.

2.1.6 L'agence qui mène une enquête sur des universitaires ou des étudiants avant leur embauche pour l'obtention d'une autorisation de sécurité devrait les informer de la nature de cette enquête et, par la suite, des résultats à moins que la loi n'interdise de les divulguer.

2.1.7 L'administration des universités ne devrait pas imposer de restrictions à la liberté d'expression ou d'assemblée sur le campus en se servant, dans des contextes inopportuns, de lois ou de règlements conçus pour d'autres fins.

2.1.8 Les associations locales de professeurs et l'administration des universités devraient élaborer des lignes directrices visant à protéger les membres de la collectivité universitaire locale des activités inadéquates des forces policières et des services de sécurité privés. Il ne faut pas accorder à ces agents un statut particulier sauf si l'université les a embauchés ou a retenu leurs services ou s'ils sont à contrat.

2.1.9 Les renseignements sur les intérêts ou les habitudes d'emprunt des usagers des archives ou des bibliothèques ne devraient être communiqués à la police ou aux agences de sécurité que sur ordre du tribunal ou émission d'assignments ou de mandats. Il en est ainsi tant des dossiers concernant les documents empruntés de la bibliothèque ou les collections des archives que des bibliographies et des listes annotées de publications obtenues de bases de données informatisées.

#### 2.2 Les forces policières et les services de sécurité à l'université

2.2.1 Les membres de la police ou des forces de sécurité à l'emploi de l'université ou à contrat devraient recevoir une formation adéquate pour s'acquiescer des tâches qui leur sont confiées. Ils devraient connaître, en particulier, les principes élémentaires de la Charte canadienne des droits et libertés de la personne et la signification de la liberté universitaire. Il faut veiller à ce que leurs activités ne contraignent pas la liberté légitime d'expression et d'assemblée. L'existence de lignes directrices écrites qui exposent leurs fonctions, leurs tâches et leurs responsabilités est souhaitable. Le traitement et les conditions de travail doivent attirer des personnes compétentes et les intéresser à conserver le poste.

2.2.2 Il faut établir avec précision les relations de travail entre l'université et les forces de police publiques. Il ne doit pas incomber aux forces policières ou aux services de sécurité privés de s'occuper d'enquêtes à l'université lorsque des accusations criminelles sont possibles.

#### 2.3 Surveillance

2.3.1 L'administration des universités devrait confier à un cadre supérieur la responsabilité de surveiller les activités des forces policières et des services de sécurité privés et publics à l'université. Cette personne devrait présenter chaque année un rapport écrit à l'instance supérieure pour s'assurer que les lignes directrices sont convenablement administrées.

Approuvé par le Conseil, sept. 1987.  
Révisé par le Conseil, sept. 1988.



# The women's caucus at Council

by Jane Gordon

For the past few years, the Status of Women Committee has organized a women's caucus at each Council meeting. The caucus was originally planned to allow women to meet each other early on during Council since we are so outnumbered by our male colleagues. In addition, women delegates often come from small universities which only send one delegate. In order to encourage women to participate in CAUT and faculty association activities, the Committee wanted to create a welcoming environment. The caucus also provided an opportunity to discuss issues of particular concern to women on the Council agenda.

The Status of Women Committee has always been a "sponsor" of the caucus by making the necessary arrangements. Committee members however are not usually Council delegates unless sent by their locals, something which doesn't happen very often. As Committee Chair I have been the liaison between the two groups and the convenor of the formal part of the caucus

meeting.

At the caucus meeting during the September Council the suggestion was raised that the caucus take on an independence from the Committee. While this was not the first time the suggestion has been raised, this was the first time the idea was seriously considered. It is the caucus' intention that there be continuing discussion before the winter Council.

CAUT members concerned with women's issues might begin to think about this now. Let me know your reaction. From my point of view as Chair of the Status of Women Committee, an independent caucus could be an effective body within CAUT and provide strong support for the Committee.

Given the way CAUT is presently structured, large organizations are likely to be consulted on major areas concerning policies and organizational issues. Women, while numerically a larger percentage of the organization than any single local, are scattered and exercise less influence than their numbers would imply. In addition, we are not unanimous on all issues

and strategy, and many of us speak from the perspective of our local institution on matters before Council. This is as it should be since we are there to represent our locals. What it means, however, is that the Chair of the Status of Women Committee speaks for what she perceives to be the concerns of women. And she too must balance the Committee's view with her own.

The creation of an independent caucus would allow a further vehicle for the articulation of women's interests. In addition, from the point of view of the Committee, it would provide additional support within the Association for concerns which women see as important. Many of these concerns, I should add, have wider implications, but have become women's issues because of the large number of women involved. The question of part-time faculty is only one example of an issue with implications for all of us which has come to be seen within CAUT as a woman's issue.

For the Association as a whole, the emergence of a caucus would indicate broader con-

cern than just the Status of Women Committee and could provide a useful voice in Council deliberations. The benefits of solidarity on issues would certainly be worth the time it took to meet. The caucus might constitute itself an issue based group because many areas of concern to women are also of concern to other groups and the professionals as a whole. A caucus would allow us to bridge the parochial perspective that is implicit in speaking only for our own institutions and become more active for gender equality.

There are some possible negative implications of a caucus as well. Creating split allegiances or factions within CAUT are possibilities. But I found the discussion about the creation of a caucus separate and distinct from the Status of Women Committee an exciting possibility and hope that the discussion at the next Council will reflect a range of points of view and culminate in some form of consensus about direction. The discussion about the caucus in September was one of the very positive aspects of the fall Council.

## Le caucus des femmes à l'assemblée du Conseil

par Jane Gordon

Depuis quelques années, le Comité du statut de la femme organise un caucus des femmes à chaque assemblée du Conseil. À l'origine, le caucus visait à permettre aux femmes de se rencontrer dans le cadre de l'assemblée du Conseil parce que nos collègues masculins nous dépassent en nombre. En outre, les déléguées proviennent souvent de petites universités qui ne déléguent qu'une personne. Le comité a donc voulu créer une atmosphère accueillante afin d'encourager les femmes à participer aux activités de l'ACPU et des associations de professeurs. Au surplus, le caucus permet aux femmes de discuter des questions à l'ordre du jour de l'assemblée qui les touchent plus particulièrement.

Le Comité du statut de la femme a toujours parrainé le caucus en prenant les dispositions nécessaires. Toutefois, les membres du comité ne sont pas habituellement des déléguées au Conseil sauf si elles sont envoyées par leur association locale, ce qui est assez rare. En tant que présidente du comité, j'assure la liaison entre les deux groupes et j'anime la partie officielle de la réunion des femmes.

À la réunion des femmes à l'occasion de l'assemblée du Conseil, on a suggéré que le caucus se démarque du comité. Bien que cette suggestion ait été formulée à d'autres occasions, ce fut tout de même la première fois qu'elle fut sérieusement envisagée. Le caucus a l'intention de continuer de discuter de l'idée avant l'assemblée du Conseil à l'hiver.

Les membres de l'ACPU qui se préoccupent des questions touchant les femmes pourraient dès maintenant commencer à y réfléchir. Faites-moi connaître votre point de vue. D'après moi, en tant que présidente du Comité du statut de la femme, un caucus indépendant pourrait être un élément efficace de l'ACPU et fournir un solide soutien au comité.

Compte tenu de la structure actuelle de l'ACPU, les grandes associations locales sont susceptibles d'être consultées sur des affaires importantes relatives à des politiques et à des questions d'organisation. Bien que, numériquement, les femmes représentent une plus grande proportion de membres au sein de l'ACPU que n'importe quelle grande association, elles sont dispersées et exercent moins d'influence que leur nombre le laisse supposer. En outre, nous ne sommes pas unanimes sur

toutes les questions et stratégies. Nombre d'entre nous parlent au nom de notre association locale à l'assemblée du Conseil. C'est ainsi que cela doit être puisque nous représentons notre association locale. Cependant, cela signifie que la présidente du Comité du statut de la femme parle au nom de ce qu'elle croit préoccuper les femmes. Elle doit également équilibrer l'opinion du comité et la sienne.

La création d'un caucus indépendant servirait d'intermédiaire pour exprimer les intérêts des femmes. De plus, de l'avis du comité, il offrirait un soutien additionnel au sein de l'association pour défendre les questions que les femmes considèrent comme importantes. Je me permets d'ajouter, toutefois, que nombre de ces préoccupations ont des conséquences plus larges. Elles sont devenues les préoccupations des femmes parce qu'un nombre élevé de femmes sont visées. La question des professeurs à temps partiel n'est qu'un exemple qui nous touche tous et qui est devenu, au sein de l'ACPU, une question touchant les femmes.

Pour l'association dans son ensemble, l'arrivée d'un caucus donnerait plus de poids que le Comité du statut de la femme à lui seul et pourrait intervenir utilement dans les délibé-

tions du Conseil. Les avantages d'être solidaires sur des problèmes vaudraient certainement le temps passé à se rencontrer. Le caucus pourrait être un groupe s'attachant à des problèmes particuliers parce que nombre des domaines de préoccupations des femmes touchent également d'autres groupes et les professionnels en général. Un caucus nous permettrait de jeter un pont sur une réalité implicite selon laquelle on préche pour sa propre paroisse et d'encourager plus activement l'égalité entre les sexes.

Toutefois, un caucus entraîne aussi des conséquences négatives. Il est possible qu'il divise les alliances ou les factions au sein de l'ACPU. Cependant, j'estime que la création d'un caucus distinct du Comité du statut de la femme est un projet passionnant et j'espère que le débat à la prochaine assemblée du Conseil présentera un éventail d'opinions et se conclura par un consensus sur l'orientation à prendre. La discussion au sujet du caucus en septembre fut l'un des aspects très positifs de l'assemblée du Conseil.

## Librarians

by Rita Vine  
Chair, Librarians Committee

It's been a busy summer for members of the Librarians Committee. Although we have had no formal meeting since April, members have discussed a number of matters by conference call in preparation for the May meeting of CAUT Council. Three of the five committee members, plus Robert Moore, Secretary of the Committee, met again in June during the annual conference of the Canadian Library Association in Halifax.

The Committee's membership remains unchanged in 1988-89: Eileen Goltz (Laurentian), Carol Marley (McGill), Ruth Leslie (Windsor) and Rita Vine (Calgary, Chair) continue, and John Murchie (Nova Scotia College of Art and Design) was re-elected to the Committee for a three-year term.

Robert Moore's article on library councils, published in the May Bulletin, has become a springboard for related activities by the Committee. In June, Suzanne St. Jacques (Ottawa) and Rita Vine (Calgary) presented papers on different aspects of library governance at the CAUT Collective Bargaining Workshop in Val

Morin. Their papers generated some lively discussion and revealed a number of common problems that exist in the management of academic libraries. Reports of both these papers are reproduced in this issue of the Bulletin.

Library councils and governance will also be the topic of a panel presentation at next June's meeting of the Canadian Library Association in Edmonton. Sponsored jointly by CAUT and the Canadian Association of College and University Libraries (CACUL), the event promises to be a forum for stimulating debate on these important issues. Two policies of special interest to librarians came before the September meeting of CAUT Council. The existing CAUT policy on the presence of police forces on campus was amended slightly to incorporate a motion on security and confidentiality of library records which had been passed at the May meeting of Council. The policy now states explicitly that police should have access to confidential library circulation records only upon presentation of a subpoena, court order, or warrant. Members who have followed the *Chronicle of Higher Education* and other major

## Bibliothécaires

par Rita Vine  
présidente du Comité des bibliothécaires

Les membres du Comité des bibliothécaires ont eu un été fort occupé. Bien que notre dernière réunion officielle remonte à avril, nous avons tout de même discuté un bon nombre de questions lors d'une téléconférence pour préparer l'assemblée de mai du conseil de l'ACPU. Trois des cinq membres du comité, en plus du secrétaire Bob Moore, se sont de nouveau réunis en juin à l'occasion du congrès annuel de l'association canadienne des bibliothécaires, tenue à Halifax.

Le comité se compose des mêmes membres en 1988-89. Eileen Goltz (Laurentienne), Carol Marley (McGill), Ruth Leslie (Windsor) et Rita Vine (Calgary, présidente) poursuivent leur mandat. John Murchie (Nova Scotia College of Art and Design) a été réélu au comité pour un mandat de trois ans.

L'article de Robert Moore sur les conseils de bibliothécaires, paru dans le numéro de mai du Bulletin, a servi de tremplin à des activités connexes. En juin, par exemple, Suzanne St-Jacques (Ottawa) et Rita Vine (Calgary) ont

présenté des communications sur différents aspects de la direction des bibliothèques lors de la conférence sur la négociation collective de l'ACPU, tenue à Val Morin. Leurs communications ont suscité de vives discussions et ont révélé un certain nombre de problèmes communs prévalant dans la gestion des bibliothèques universitaires.

Les conseils de bibliothécaires et la direction des bibliothèques feront en outre l'objet d'une table ronde au prochain congrès de l'association canadienne des bibliothécaires qui aura lieu en juin à Edmonton. Co-parrainé par l'ACPU et l'Association canadienne des bibliothèques de collèges et d'universités (CACUL), cette table ronde promet de stimuler des débats sur ces questions importantes. Le conseil de l'ACPU, à son assemblée de septembre, a étudié deux politiques qui intéressent particulièrement les bibliothécaires. L'énoncé de principes de l'ACPU sur la présence des forces policières dans les universités, adopté à l'assemblée de mai du Conseil, a été légèrement modifié afin d'y incorporer une motion sur la sécurité et la confidentialité des dossiers de bibliothèques.

Voir BIBLIOTHÉCAIRES/12

See LIBRARIANS/12



## Résolution portant sur la politique scientifique

I. L'ACPU félicite le gouvernement fédéral et les dix provinces d'avoir conclu une entente sur les grandes lignes d'une politique en matière de sciences et de recherche. Elle recommande fortement aux deux paliers de gouvernement de financer suffisamment l'aspect "universitaire" de cette recherche.

(b) L'ACPU s'oppose à davantage de planification centralisée et bureaucratique en ce qui concerne l'enseignement postsecondaire. Les deux paliers de gouvernement devraient plutôt encourager un degré raisonnable de concurrence dans le secteur universitaire puisque les monopoles d'éducation ne sont pas meilleurs que les monopoles économiques. Il importe de faire remarquer que le milieu universitaire a vieilli à ce que 80% de la recherche scientifique coïncide s'effectue dans 15% des universités. Il va de soi que le gouvernement doit s'assurer que les universités sont financièrement responsables, ce qui ne doit pas comprendre des procédures bureaucratiques exorbitantes.

(c) Les gouvernements ne doivent pas permettre que des "éminences grises", qu'elles soient à l'intérieur ou à l'extérieur des universités, imposent à l'ensemble de l'opinion qu'elles se font de l'excellence. L'on atteint l'excellence en embauchant des personnes compétentes, en leur donnant le maximum de liberté pour qu'elles puissent accomplir leur travail avec responsabilité et en leur offrant l'infrastructure nécessaire. Il faut garantir la liberté universitaire aux personnes participant à des recherches et leur fournir le soutien scientifique nécessaire.

II. L'Association canadienne des professeurs d'université exhorte le gouvernement fédéral à:

A. Reconnaître les principes généraux suivants:

(a) Que la recherche fondamentale est essentielle au bien-être du Canada, qu'elle constitue la base de l'une des responsabilités principales des universités, que les gouvernements continueront probablement à apporter le principal soutien financier à une telle recherche, et que le gouvernement fédéral devrait poursuivre et développer son rôle traditionnel et significatif de financement en ce domaine.

(b) Que les sciences humaines jouent un rôle fondamental dans la compréhension de notre propre société et d'autres sociétés, que la plupart des recherches, particulièrement des recherches fondamentales, dans ces secteurs sont menées dans les universités, et que le gouvernement fédéral devrait poursuivre et développer son rôle dans le financement de ces recherches.

(c) Que les universités constituent d'importants partenaires dans la recherche conçue pour assurer et accroître la protection des Canadiens et des ressources naturelles du pays, et que le gouvernement fédéral devrait poursuivre et accroître son rôle dans le financement d'une telle recherche en sciences de l'environnement, en biologie, en toxicologie, dans le domaine des pêches, en sylviculture, en agronomie, et dans les domaines connexes;

(d) Que les universités constituent également d'importants centres où la recherche appliquée peut s'effectuer dans un milieu propice au savoir et que le gouvernement fédéral octroie des fonds en aide à la partie de ceux qui sont reliés à la recherche fondamentale dans les établissements d'enseignement canadiens;

(e) Que la recherche portant sur les groupes défavorisés est essentielle au bien-être futur du Canada, que les universités jouent un rôle important en ce domaine, et que le gouvernement fédéral devrait poursuivre et développer son rôle dans le financement d'une telle recherche;

(f) Que tous les accords de financement conclus par le gouvernement fédéral afin de soutenir la recherche, que ce soit au niveau interne ou par l'intermédiaire de conseils subventionnaires, devraient dans toute la mesure du possible être l'objet d'un examen par des universitaires, et que les résultats de la recherche ainsi subventionnée fassent l'objet d'une publication ou soient communiqués sur demande;

(g) Que le gouvernement devrait, dans ses relations avec les organismes subventionnaires fédéraux, maintenir l'indépendance de ceux-ci, y compris le droit des dirigeants de conseils de critiquer la politique gouvernementale relative à la recherche et au développement, et que la même politique devrait s'appliquer au Conseil national de recherches.

(h) Que si des fonds sont octroyés pour de nouveaux programmes et projets de recherche, y compris ceux précisés dans les politiques particulières ci-dessous, ils proviennent de nouvelles sources financières et non de sources actuellement consacrées à des programmes de recherche existants.

B. Adopter les politiques particulières suivantes:

(a) Adopter les recommandations du rapport du comité sur les universités du Conseil consultatif national des sciences et de la technologie (le rapport Lortie) selon lesquelles l'enveloppe de base des trois conseils subventionnaires (Conseil de recherches médicales, Conseil de recherches en sciences naturelles et en génie, Conseil de recherches en sciences humaines) devrait être doublée pendant une période de trois ans et que leur budget soit par la suite indexé 1,5 fois le rythme de croissance du PNB. De

plus, dans l'octroi de ces fonds, il faudrait accorder la priorité à la mise en œuvre du plan quinquennal proposé du Conseil de recherches en sciences naturelles et en génie et du Conseil de recherches en sciences humaines et au financement du Conseil de recherches médicales selon les dispositions de son plan quinquennal.

(b) Continuer à appliquer le programme de subventions de contrepartie, mais assurer le financement de celui-ci par de nouvelles allocations de fonds plutôt qu'à même le gel imposé au financement de base des sciences, comme c'est à l'heure actuelle partiellement le cas, et modifier la législation relative à l'impôt sur le revenu afin de s'assurer que les subventions de contrepartie du secteur privé pour la recherche en sciences humaines sont traitées de la même manière que la recherche en sciences naturelles, en génie et en médecine;

(c) Veiller à ce que le CRSH soit financé de telle sorte que des crédits soient disponibles pour le programme de publication des résultats des travaux spécialisés et des recherches en sciences humaines que la Fédération des sciences sociales et la Fédération canadienne des études humaines administrent actuellement ainsi que pour le soutien des revues savantes dans ces domaines;

(d) Verser des crédits supplémentaires au Conseil national de recherches pour lui permettre de s'engager à long terme dans le financement adéquat de programmes coopératifs auxquels participent les universités, alors que, de toute évidence, seul un groupe d'universités et le gouvernement ont les moyens de se doter d'installations scientifiques onéreuses;

(e) Appliquer le récent accord conclu entre le premier ministre Mulroney et le président Reagan concernant la recherche sur le SIDA et octroyer des crédits supplémentaires pour augmenter d'une manière substantielle les fonds alloués au Canada pour la recherche sur le SIDA au moyen d'une dotation supplémentaire accordée aux Conseils de recherches;

(f) Octroyer des fonds pour poursuivre et développer des programmes communs de recherche entre les universités, le gouvernement et d'autres organismes tels que l'ICREF et Women in Science, portant sur des problèmes relatifs à la situation des femmes dans la société canadienne;

(g) Octroyer des fonds pour poursuivre, ou créer au besoin, des programmes communs de recherche entre les universités, le gouvernement et d'autres organismes pertinents sur des problèmes relatifs à la situation des groupes défavorisés de la société canadienne, notamment les autochtones et les handicapés;

(h) Rétablir le financement qui fut retiré par le gouvernement fédéral au moyen de changements unilatéraux et qui touchent les transferts aux provinces au titre de l'enseignement postsecondaire. Les provinces de gouvernement devraient négocier des transferts de paiement supplémentaires pour les coûts indirects de la recherche;

(i) S'assurer que les programmes de développement économique actuellement élaborés par le gouvernement fédéral en vue de contrer l'absence de développement économique dans l'est du Canada et la dépression économique frappant l'ouest du pays comportent une partie substantielle consacrée à la recherche et au développement, y compris aux programmes de recherche et de développement des universités de ces régions.

(j) Élaborer et appliquer un plan précis visant à atteindre l'objectif d'augmenter à 2,5 pour cent du produit national brut les dépenses en recherche du Canada.

(k) S'assurer que Statistique Canada est financé suffisamment pour servir de ressources à tous les paliers de gouvernement et aux chercheurs. En particulier, Statistique Canada devrait réviser les frais imposés aux chercheurs du secteur à but non lucratif et les réduire.

(l) La politique en matière de recherche du gouvernement fédéral devrait encourager la recherche dans les plus petites universités. Elle devrait reconnaître, en particulier, que ce ne sont pas tous les projets de recherche qui nécessitent un équipement sophistiqué ou de nombreux chercheurs, par conséquent une concentration de ressources. Cela est particulièrement vrai dans le secteur des sciences sociales et humaines mais cela ne se limite pas exclusivement à la recherche. En outre, la politique fédérale devrait aider les chercheurs des petites universités, le cas échéant, à participer à des réseaux de recherche regroupant des chercheurs d'autres universités ou à les créer, et ce, au moyen d'octrois pour l'achat d'ordinateurs ou la mise sur pied de ces réseaux.

(m) En particulier, que la formule du CRSH utilisée avant le rapport Crocker pour octroyer aux universités les crédits destinés aux subventions de recherches de moins de 5 000 \$ soit rétablie.

(n) La politique en matière de recherche du gouvernement fédéral devrait encourager la création, l'essor et l'entretien d'un système de communications formalisé de calibre international entre toutes les universités canadiennes et le gouvernement fédéral devrait affecter des fonds supplémentaires que les universités utiliseraient pour ce genre de système.

Approuvé par le Conseil, septembre 1988.

## Resolution on Science Policy

I. (a) CAUT commends the federal government and all ten provinces for reaching an agreement on the general lines of a policy for science and research and urges both levels of government to fund this endeavour properly and to ensure the development of the university component of this research.

(b) CAUT urges against any more bureaucratic centralized planning concerning post-secondary education. Both levels of government should rather encourage a reasonable degree of competition in the university sector, since educational monopolies are no better than economic ones. It should be noted that the university community has of itself ensured the concentration of 80% of expensive scientific research in 15% of the universities. Government must, of course, ensure that the universities are financially accountable, but this should not involve overly expensive and bureaucratic procedures.

(c) Governments should not permit "generals of erudition", whether they be inside or outside the universities, to impose their view of excellence on the university system. Excellence is achieved by hiring good people, giving them the maximum amount of freedom necessary to do their work consistent with reasonable accountability, and providing the necessary infrastructure. This involves guaranteeing the academic freedom of those involved in the research and providing the necessary scientific and support back-up.

II. The Canadian Association of University Teachers urges the federal government to:

A. RECOGNIZE THE FOLLOWING GENERAL PRINCIPLES:

(a) That fundamental or basic research is essential to the well-being of Canada, that such research is one of the primary responsibilities of universities, that governments are likely to continue as the major financial backers of such research, and that the federal government should continue and develop its long-standing and significant funding role in this area;

(b) That the social sciences and the humanities are basic to our understanding of our own and other societies, that most research, particularly fundamental research in these areas, is conducted at the universities, and that the federal government should continue and increase its role in the funding of this research;

(c) That universities are important partners in research designed to maintain and to enhance the protection of Canadians and of the natural resources of the country, and that the federal government should continue its role in the funding of such research in environmental science, biology, toxicology, fisheries, forestry, agricultural science and related fields;

(d) That universities are also important centres where applied research can be carried out in the context of learning and that the federal government should provide funding in addition to and independent of increases to funding being provided to support basic research in Canadian institutions.

(e) That research in regard to disadvantaged groups is essential to the future well-being of Canada, that the universities play an important role in this area, and that the federal government should continue and develop its role in the funding of this research;

(f) That as much as possible all funding arrangements by the federal government in support of research, whether internal or through agencies such as the granting councils, should be subject to peer review and the results be available by publication or on request;

(g) That the government should maintain the arm's length relationship with the federal granting agencies including the right of governing council members to criticize governmental policy in research and development and that the same policy should be applied at the National Research Council.

(h) That where funds are provided for new research programs and initiatives, including those spelled out in the specific policies hereunder, such funds be provided by means of new monies, and not by a reallocation of funds currently directed to existing research programs.

B. ADOPT THE FOLLOWING SPECIFIC POLICIES:

(a) Adopt the recommendations of the Report of the University Committee of the National Advisory Board on Science and Technology to the Prime Minister of Canada (Lortie Report) that the base funds of the three granting councils (Medical Research Council, Natural Sciences and Engineering Research Council, Social Sciences and Humanities Research

Council) be doubled over a three-year period, and that thereafter their budgets be indexed at 1.5 times the increase in GNP. Further, in allocating these funds, the highest priority should be given to the implementation of the proposed five-year plans of the Natural Sciences and Engineering Research Council and of the Social Sciences and Humanities Research Council and to funding the Medical Research Council according to its Five-Year Plan;

(b) Continue to implement the matching grants scheme but fund it entirely from new funds rather than from the freeze on the base funds of the Councils, as is now partially the case, and amend the income tax legislation to ensure that corporate matching grants for research in the social sciences and the humanities are treated in the same manner as those in the natural sciences, engineering and the medical sciences;

(c) Ensure that SSHRC be funded in such a manner that reasonable financial support is available for the program of publication of the results of scholarly work and research in the humanities which is currently administered by the Social Science Federation and by the Canadian Federation for the Humanities and for the support of scholarly journals in these areas.

(d) Provide supplemental funding to enable the National Research Council to undertake long-term commitments to continue to finance adequately co-operative projects involving the universities, where it is clear that only a group of universities and the government can afford very expensive scientific facilities.

(e) Implement the agreement between Prime Minister Mulroney and President Reagan on AIDS research by providing supplemental funds to substantially increase the research funds for AIDS research in Canada through additional appropriation to the Research Councils;

(f) Provide funds to continue and develop co-operative research programs between the universities, the government and other relevant agencies such as CRIAW and Women in Science, on problems relating to the status of women in Canadian society;

(g) Provide funds to continue, or introduce where necessary, cooperative research programs between the universities, the government, and all other relevant agencies on problems relating to the status of disadvantaged groups in Canadian society such as native peoples and the disabled;

(h) Restore the funding which was withdrawn by unilateral changes by the federal government affecting transfers to the provinces for postsecondary education. Additional transfer payments for the indirect costs of research should be negotiated between the two levels of government;

(i) Ensure that the economic development plans currently being developed by the federal government to address the lack of economic development in Eastern Canada and the depression in Western Canada contain a substantial component devoted to research and development, including research and development programs at the universities in these regions.

(j) Develop and implement a definite plan to achieve the objective of increasing Canada's research spending to 2.5% of gross national product.

(k) Ensure that Statistics Canada be funded adequately so that it is a resource for all levels of government and the research community. In particular, Statistics Canada should review and reduce the charges it has imposed on researchers in the non-profit sector.

(l) Federal research policy should encourage research at smaller universities, particularly by explicitly recognizing that not all research requires expensive equipment or large numbers of researchers and thus concentration of resources. This is especially true but not exclusively restricted to research in the humanities and the social sciences. In addition, federal policy should assist researchers in smaller universities, where appropriate, to participate in or to create research networks involving academic staff in other universities through financial assistance for the purchase of computer equipment and the setting up of such networks. In particular, the pre-Crocker SSHRC formula for allocating among universities the funds for research grants of less than \$5000 be restored.

(m) Federal research policy should encourage the creation, development and maintenance of world-class computer communication systems among all Canadian universities and the federal government should provide additional funding to be used by the universities for such systems.

Approved by Council, September 1988.



# Compensation for female academics

by Rosalind Riseborough

By January 1, 1990, each university in Ontario must have adopted and put into action one or more Salary Equity Plans to address salary inequities between male and female university employees. This requirement is legislated by the Ontario Pay Equity Act and it was in response to this requirement that the Ontario Confederation of University Faculty Associations (OCUFA) and the University of Toronto Faculty Association (UTFA) co-sponsored a workshop on "The Compensation of Female Academic Staff" on September 23-24, 1988. Some of the issues raised at that workshop are discussed in the following article.

The general facts are known to all. On the whole, female university faculty are paid less than male faculty, reflecting the salary differences found throughout the economy.

Dr. Craig McKie, editor of Canadian Social Trends, illustrated that in Ontario universities, for example, the differences in salary for male and female faculty with doctorates varies between 4% and 7%, depending on rank. Statistics Canada data reveal that disparities are worse in some disciplines than in others: in 1987-88, female full professors teaching maths and physical sciences earned, on the average, \$8400 less than their male counterparts, while in the humanities the difference was \$2175.

For many years, sex-based salary differences in the universities were regarded and treated as salary anomalies, and the problem was usually addressed on an individual case-by-case basis, if it was addressed at all. Now, however, this large disparity between the salaries of males and females has been recognized as the result of systematic discrimination on the basis of sex, requiring a more wide-spread solution.

The problem has been formally recognized by governments, and legislation put in place that attempts to rectify unwarranted differences in male and female salaries. The Pay Equity Acts passed in Manitoba and Ontario require each university to compare jobs and to examine salaries paid to groups of male and groups of female employees. The underlying concept of the provincial legislation is not to ensure that males and females are paid the same for performing the same or similar jobs, but that people in jobs dominated by females are paid the same as people in male-dominated jobs of similar value or similar worth to the university. This latter concept of pay equity is labelled 'Equal Pay for Equal Value', whereas the former concept is labelled 'Equal Pay for Equal Work'.

Both the Manitoba and Ontario legislation provide that employees in the universities be categorized into job classes, and, as Professor Patricia McDermott of York University stated at the OCUFA-UTFA Conference, it is the concept of job class that is the most critical for university faculty. It is female-dominated job classes that are compared to male-dominated job classes, and the definition of these job classes are negotiable. Technically, in Ontario, a job class must have at least one incumbent, and to be determined as female-dominated, at least 60% of the incumbents must be female. Male-dominated classes must have at least 70% male incumbents. These percentages are somewhat flexible under the legislation.

Professor Connie Backhouse of the University of Western Ontario Faculty of Law pointed out, the critical question for university faculty is whether or not to subdivide the faculty into male and female job classes. It is obvious that faculty as one group would be considered male dominated, since currently at least 80% of faculty are male. Under such a definition, the Pay Equity Act would have no effect on the salaries of female faculty.

It would be possible under the legislation for, say, the faculty of nursing, which is likely to be at least 60% female, to be considered as a job class. The nursing salaries could then be compared to the male-dominated faculty of arts or humanities. Unfortunately, assuming that all such discipline-based job classes have the same

value, the legislation would not allow nurses to compare with the more highly paid engineers, since the comparison must be made with the lowest paid male class of the same value. If it were found that the nurses were paid lower than those in the humanities, nursing salaries would be adjusted upwards. Low paid female faculty in the humanities, or in any other male-dominated discipline, would receive no change in their salaries at all.

In order for the nursing-humanities comparison to be made, it would have to be established that the nursing faculty are performing a different job than the one performed by the comparison male class. The question arises: Is it in the long-term interests of the female-dominated job class, or indeed of the university faculty as a whole, to emphasize the differences in the jobs performed by male and female faculty groups? Or rather, is the long-term interest to strengthen the underlying similarities in faculty jobs? In this latter case, it is the concept of 'Equal Pay for Equal Work' that must be pursued in the universities, rather than 'Equal Pay for Equal Value'.

Speakers at the OCUFA-UTFA workshop examined various ways in which male-female salary comparisons can be made to determine pay inequities for equal work. Professor Bill Schrank of Memorial University presented the method of "multiple regression", whereby salaries for all females in a defined group are explained statistically by a set of independent variables. A similar regression is performed for all males and a comparison made between male and female salaries. Other methods explored included "matched peers", in which individual women are compared to a male counterpart with similar qualifications, and "career trajectories", in which actual career paths are compared to what is considered as a normal academic career path. Variations from what is expected are then studied in more detail.

The conclusion drawn from users of these methods of measuring pay inequities is, that in addition to efforts to correct salary injustices, the most important goal ought to be to correct the pay system that produced the salary inequities in the first place. One of the most frequently cited problems relates to the starting salaries of newly hired faculty. Salary inequities start the moment women are hired at salaries lower than the starting salaries of similarly qualified men.

This was a useful and valuable workshop on a topical subject.

## SALARIES OF FEMALE ACADEMICS

Two CAUT staff members, Mariette Blanchette and Rosalind Riseborough, attended the recent workshop on "The Compensation of Female Academic Staff" co-sponsored by OCUFA and UTFA. We asked each of them to provide a brief report of the workshop.

## Rêve ou cauchemar?

### La rémunération des professeures d'université

par Mariette Blanchette

Un succès!... J'ai eu le privilège d'assister aux ateliers de travail tenus les 23 et 24 septembre dernier organisés par "OCUFA" en collaboration avec "UTFA" au sujet de la rémunération des professeures d'université.

En fait, le but principal de cette conférence était de renseigner les personnes présentes sur la nouvelle loi ontarienne sur l'équité salariale et d'en analyser les implications dans le milieu universitaire. En effet toutes les universités ontariennes devront, d'ici le 1er janvier 1990, avoir adopté et mis en oeuvre un "plan d'équité salariale".

L'établissement d'un tel plan d'équité salariale représente un travail monstre pour les universités. La loi prévoit que la définition des termes employés pour l'analyse des données devra être négociée avec l'Association lorsque cette dernière est accréditée. Le syndicat peut donc participer à l'élaboration des différentes classifications d'emplois, des taux de rémunération comparables ainsi que les critères réformatifs d'emplois.

L'objet de la loi, selon une représentante de la Commission sur l'équité salariale, est d'assurer que les emplois traditionnellement occupés par des femmes seront rémunérés de façon égale

aux emplois, qui ont une même valeur, traditionnellement occupés par des hommes.

Si on applique cet objet au milieu universitaire, une série de questions se posent et les réponses ne sont pas évidentes. Allons-nous comparer les hommes et les femmes sur une base généralisée, i.e. - une professeure d'université versus un professeur d'université - ou allons-nous analyser la concentration, i.e. - une professeure de sciences infirmières versus un professeur de médecine. Le débat est loin d'être terminé.

Après avoir examiné quelques méthodes élaborées pour dépister les anomalies salariales et passé en survol d'autres lois déjà existantes touchant la discrimination dans l'emploi, les personnes présentes ont tiré les conclusions suivantes:

1. La loi ontarienne sur l'équité salariale n'est pas la solution appropriée au problème des professeures d'université.
2. Les remèdes proposés dans cette loi ne sont pas suffisants.

La question découlant de ces deux jours d'atelier est finalement: Que pouvons-nous faire pour améliorer la situation des femmes en milieu universitaire du point de vue rémunération?

Un atelier utile - un sujet important!

## Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

### St. Paul's United College

#### PRINCIPAL



St. Paul's United College, a residential and teaching college of the United Church of Canada, invites nominations and applications for the post of Principal. The College is affiliated with the University of Waterloo and located on the University campus.

St. Paul's offers courses and programs centering on three areas: Canadian Studies, Studies in Personality and Religion, and Religious Studies. The residence accommodates 150 students, twenty of whom live on the "French Floor" where the French language is used.

The successful candidate should have United Church affiliation and will be Chief Operating Officer, responsible to the Board of Governors for the operation of the institution. Academic qualifications appropriate in a University setting are required. There should be a capability of developing positive working relationships with the University of Waterloo, United Church of Canada, students and Alumni Association. The Principal will also be expected to play a significant role in fund-raising activities.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Men and women will be equally considered. The appointment is effective on July 1, 1989. Nominations or applications, accompanied by a curriculum vitae or resume, should be submitted by January 16, 1989 to:

Mary Reynolds  
Chair, Search Committee  
St. Paul's United College  
Westmount Road North  
Waterloo, Ontario N2L 3G5



### University of Alberta Edmonton

## Chairman Department of Educational Administration

Applications and nominations are invited for the position of Chairman of the Department of Educational Administration. The department offers Master's and Doctoral degrees in educational administration. It also contributes to the pre-service preparation of teachers.

Candidates must possess an earned doctorate, K-12 and university teaching experience, knowledge of emerging trends in leadership roles in schools and institutions of higher education, experience teaching at the graduate level and supervising doctoral dissertations, a distinguished record of scholarly activity appropriate for the rank of full professor, and an interest in field-based research and collaboration.

The department Chairman is responsible for providing leadership toward the achievement of excellence in teaching research, and service by faculty and staff; and the scholarly pursuit of knowledge by students. The appointment will take effect July 1, 1989.

Deadline for applications is December 1, 1988. Enquiries or applications, accompanied in the latter case by a curriculum vitae and the names of three referees, should be submitted to:

Dr. R.S. Patterson, Dean  
Faculty of Education  
University of Alberta  
845 Education South  
Edmonton, Alberta  
T6G 2G5

The University of Alberta is committed to the principle of equity in employment.



## Two professional officers join CAUT

At the beginning of September Mariette Blanchette and Tim Stutt joined the staff of the CAUT office. Mariette comes to CAUT from FAPUQ where she was a staff lawyer having been in practice in Montreal. She will join Howard Snow as a member of the 'Rights' group within the office. Among her special responsibilities will be her function as Secretary to the Status of Women Committee.

Tim joins the office as a member of the 'Lobbying' group where he will join Don Savage and Robert Léger. Tim has degrees in political science and international relations and comes to us from the Ontario Federation of Students. Among his first tasks has been to help prepare the material for the general election.



Mariette Blanchette

## Deux professionnels se joignent à l'ACPU

Au début de septembre, Mariette Blanchette et Tim Stutt se sont joints au personnel de l'ACPU. Mariette a quitté la FAPUQ où elle était avocate, ayant fait sa pratique à Montréal. Elle fera équipe avec Howard Snow pour la section des "droits" de l'ACPU. Elle aura entre autres la tâche d'être la secrétaire du Comité du statut de la femme.

Tim s'ajoute à l'équipe responsable du lobbying déjà formée de Don Savage et de Robert Léger. Tim est titulaire de diplômes en sciences politiques et en relations internationales et vient de la Fédération des étudiants de l'Ontario. Il s'est vu confier au départ la tâche d'aider à la rédaction des documents pour les élections générales.



Tim Stutt

## LIBRARIANS.....9

American dailies will know of the misguided attempts of U.S. police and security forces to gain confidential information by seeking library staff as informants. Let's not assume, however, that this could never happen here.

A new policy on fairness in university hiring practices was particularly welcome. Hiring practices in academic libraries are subject to the same kinds of abuses as those in other university departments, and the new policy provides helpful guidelines for selection committees to follow when seeking new staff.

Local associations will soon receive two important requests for information. The first, on librarian salaries for 1988/89, is part of a biennial survey on librarian salary levels in individual universities. The second, on the terms and conditions of employment for librarians, updates the information collected in 1985/86. Please ensure that these surveys are completed and returned to the CAUT office. Salary data on librarians collected from local associations by CAUT is our most important source of this kind of data, and provides essential information not obtainable elsewhere.

Finally, the Chair of the Librarians Committee has recently been reminded by several members of the CAUT Council that not all our members may know precisely what academic librarians do, and what makes them essential partners in the academic life of their universities. Maybe this will help:

"Librarians are knowledgeable in the practices and principles of acquiring and organizing information for ready access. They plan, develop, and coordinate all aspects of library and information services. As managers, they set goals, establish policies, prepare budgets and organize personnel to meet the information needs of the organization. Their maintenance of external professional contacts in their field and their ability to interact with those requiring information are among the assets which they can contribute to an organization."

## BIBLIOTHÉCAIRES.....9

Désormais, l'énoncé stipulera explicitement que la police ne devrait avoir accès aux dossiers de prêts confidentiels des bibliothèques que sur présentation d'une assignation, d'un mandat ou sur ordre du tribunal. Les membres qui lisent régulièrement le *Chronicle of Higher Education* et d'autres quotidiens américains importants sont au courant des tentatives mal avisées de la police et des forces de sécurité américaines pour obtenir des renseignements confidentiels en recrutant des bibliothécaires comme informateurs. Cependant, ne présumons pas que cette situation ne pourrait jamais se produire ici.

Nous avons particulièrement bien accueilli un nouvel énoncé de principes sur l'équité des procédures d'embauche dans les universités. L'embauchage, dans les bibliothèques universitaires, fait l'objet des mêmes abus que dans les départements. Cet énoncé de principes offre donc des directives utiles aux comités de sélection lorsqu'ils recrutent de nouveaux employés.

Les associations locales recevront bientôt deux importantes demandes de renseignements. La première, qui porte sur les traitements des bibliothécaires pour 1988-89, fait partie d'une enquête biennale sur les échelles salariales des bibliothécaires dans des universités particulières. La deuxième, relative aux conditions d'emploi des bibliothécaires, met à jour les renseignements recueillis en 1985-1986. Veuillez vous assurer que les questionnaires sont remplis et retournés au secrétariat de l'ACPU. Les données salariales sur les bibliothécaires que l'ACPU recueille des associations locales constituent notre plus importante source de renseignements à ce sujet, des renseignements essentiels que l'on ne peut obtenir ailleurs.

Enfin, plusieurs membres du conseil de l'ACPU ont récemment rappelé à la présidente du comité des bibliothécaires que tous nos membres ne connaissent pas très précisément le travail des bibliothécaires d'université et ce qui les rend essentiels à la vie pédagogique de leur université. La définition suivante peut peut-être aider:

"Les bibliothécaires connaissent parfaitement les pratiques et les principes de l'acquisition et de l'organisation de l'information pour que l'on y ait accès rapidement. Ils planifient, mettent au point et coordonnent tous les aspects de la bibliothèque et des services d'information. À titre de gestionnaires, ils fixent les objectifs, établissent les politiques, préparent les budgets et organisent le personnel pour répondre aux besoins d'information de l'organisation. En entretenant des liens professionnels externes dans leur domaine et par leur facilité à communiquer avec les personnes demandant de l'information, ils ont des atouts en main pour contribuer à une organisation." (Traduction libre)

(Tiré de la brochure "So you want to hire a Librarian?", rédigée par la Library Association of Alberta qui a autorisé la publication de cet extrait.)

## Des annonces non sexistes

Le Comité de direction de l'ACPU a adopté comme politique de ne pas accepter la publication dans le Bulletin d'annonces utilisant un langage sexiste à moins que la législation sur les droits de la personne ne le permette.

**T**he Research Institute of the Hospital for Sick Children offers a staff position in its Division of Cardiovascular Research, with the opportunity for a cross-appointment to the University of Toronto. We are currently seeking a...

## Scientist (Ph.D. or M.D.)

*With post-doctoral training in the molecular biology of connective tissue/extracellular matrix.*

You must be capable of establishing a vigorous independent research programme within the context of a team of five investigators whose focus is the developmental biology of the myocardium and blood vessels, and their adaptation to stress. Excellent facilities and space are available. Interested candidates are invited to quote file #C102E and send their curriculum vitae including three references, to: Marlene Rabinovitch, M.D., Director of Cardiovascular Research, 555 University Avenue, Toronto, Ont., M5G 1X8

Deadline: November 1, 1988



THE HOSPITAL  
FOR SICK CHILDREN

**T**he Research Institute of the Hospital for Sick Children offers a staff position in the area of cellular or molecular biology, broadly relevant to Cystic Fibrosis. Affiliated with the University of Toronto, appropriate cross-appointments will be considered in conjunction with this position...

## Research Scientist

*The primary criteria for appointment focuses on research excellence*

There is an opportunity to interact with members of an active established CF research group. The appointee, however, will establish independent grant funded research projects. New facilities and some start-up assistance are available. Qualified candidates are invited to quote file #C109 and submit their curriculum vitae including three references, to: Dr. Jack Riordan, Director, Cystic Fibrosis, Research Development Program, The Hospital for Sick Children, 555 University Avenue, Toronto, Canada M5G 1X8.

Deadline: November 1, 1988



THE HOSPITAL  
FOR SICK CHILDREN



## UNIVERSITY of GUELPH

### Catalogue Librarian

This contract position is for a beginning librarian, with duties assigned to provide a learning situation under supervision. Responsibilities of a catalogue librarian in this subject division include cataloguing and classification of books, sound recordings, microforms, films, etc., in selected subject areas and languages appropriate to his/her background and experience, for which no catalogue copy exists; providing reference or S.D.I. assistance in his/her areas of expertise; participating in the management of the Library through the appropriate committees; participating in the development or enhancement of automated online library systems. A commitment to and understanding of the objectives of the entire library system and the function of the division as an integral part of that system is essential. The incumbent is expected to have effective communication skills, to relate well to students, faculty and staff, to pursue continued professional and academic growth, and to have the ability to work successfully with the academic community. The incumbent is expected to have supervisory and management potential. Qualifications required are an MLS from an accredited library school as well as a master's degree in a subject field. Some reading knowledge of Romance/Germanic languages is desirable. This will be a one year contract with a possible one year renewal and is subject to budgetary approval. Salary will be at the entry level for beginning librarians. Applications will be received until October 31, 1988 with the position to be filled as soon as possible. A resume with names and addresses of three references should be sent to: Mrs. Carolyn Pawley, Personnel Librarian, The Library, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity.

## UNIVERSITY of GUELPH

### Acquisitions Librarian

Librarian II for the Library's Acquisitions and Collections Division. Qualifications: M.L.S. degree from an accredited library school and a master's degree in a subject field (Preference will be given to a degree in the liberal arts) are required. Three to five years experience in an academic library Acquisitions Department, preferably in serials and monographs is required, and experience in publishing or bookselling would be an asset. The successful candidate must be able to meet Library requirements for promotion and continuing appointment, including research, publication, and service. Salary commensurate with qualifications and experience. The appointment is subject to final budgetary approval. Applications will be received until October 31, 1988. A resume with names and addresses of three references should be sent to: Mrs. Carolyn Pawley, Personnel Librarian, The Library, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity.

## STATE OF KUWAIT KUWAIT UNIVERSITY COLLEGE OF ENGINEERING AND PETROLEUM (English medium)

Kuwait University College of Engineering & Petroleum invites applications for posts of Professor, Associate Professor (Asst. Prof.) and Assistant Professor (Lecturer) for the academic year 1989/90 tenable September 1, 1989, in the following disciplines:

<b>Department of Chemical Engineering</b>	Desalination, Catalysis (Petrochemical Industry), Polymer Engineering, CAD/Process Control
<b>Department of Electrical Engineering</b>	Computer Engineering, Computer Science, EM Fields, Communications, Power
<b>Department of Mechanical Engineering</b>	(Applicants must have B.A./B.S. in Mechanical Engineering) Thermal Engineering, Mechanics of Materials, Mechanical Design and Stress Analysis, Computer-aided Manufacturing, Control of Mechanical Systems, Electrical Applications in Mechanical Engineering, Tribology
<b>Department of Civil Engineering</b>	Surveying, Construction Management, Sanitary and Environmental Engineering
<b>Department of Petroleum Engineering</b>	Petroleum Production, Petroleum Reservoir Engg., Drilling Completion, Workover and Stimulation

Application forms and conditions of service may be obtained from:

Kuwait University Office  
Att. College of Engineering  
3500 International Dr. NW  
Washington, DC 20008

Completed application forms together with non-returnable copies of academic degrees, graduate transcripts and representative publications must be sent by registered post directly to:

Dean  
College of Engineering & Petroleum  
P.O. Box 5969  
13060 Salaf  
KUWAIT

All applicants must be in possession of the Ph.D. degree at the time of application. Applications must be received by November 30, 1988.

### THE CAMARGO FOUNDATION

offers apartments and a reference library for scholars who wish to pursue projects in French studies during the academic year at its center in Cassis, France. Members of university and college faculties, secondary school teachers, and graduate students who have completed their academic residence and general examination requirements are eligible. Applicants from all countries are welcome.

Application deadline is March 1st for the following academic year. For informational brochure and application form write to:  
The Camargo Foundation  
P.O. Box 669  
Rockport, Maine 04856  
USA

### Faculty of Administration

#### DEAN

Nominations and applications are sought for the position of Dean of the Faculty of Administration. The position is available from July 1, 1989 and the appointment would normally be for five years, renewable. The incumbent Dean has decided against renewal of his appointment to pursue other academic interests at the University.

The Faculty of Administration has 36 faculty members and offers a wide range of programmes in business and public administration to the master's level. The programmes have more than 1,200 students enrolled. It is located on the Fredericton campus of the University.

An outstanding candidate is sought. The position will be of interest to persons holding an earned doctorate in an appropriate field and having significant experience and accomplishments in teaching, research and academic administration, and/or persons with high level accomplishments in Canadian business or government. Salary and other terms are negotiable and competitive.

The University of New Brunswick is the leading provincial anglophone university and offers a full range of programmes to some 7,500 full-time and 2,500 part-time students.

Applications and nominations should be submitted to: Dr. R. E. Burridge, Vice-President (Academic), University of New Brunswick, Old Arts Building, Room 105, Fredericton, NB, E3B 5A3.

The closing date for applications and nominations is December 31, 1988.



UNIVERSITY OF NEW BRUNSWICK

## UNIVERSITY of GUELPH

### CHAIR IN LAND STEWARDSHIP

A Chair in Land Stewardship has been created at the University of Guelph to provide leadership in research and extension in Ontario. Applications are invited from scientists with a Ph.D. (or equivalent) and with an established research record and demonstrated communication skills in crop production and/or environmental systems. Responsibilities include promotion of all aspects of land stewardship including preservation of water quality, protection of natural areas and agroforestry. Research will emphasize the development of innovative soil management and crop production systems that are economically viable and environmentally sound. Funding is available to provide an assistant and a significant operating budget. The position is tenured or tenure-track with salary and rank commensurate with qualifications and experience.

Applications, including a resume and the name and addresses of at least three references, should be submitted by Nov. 15 to Dr. L.P. Milligan, Dean of Research, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The University of Guelph has a commitment to employment equity.

## Wilfrid Laurier University WATERLOO, ONTARIO

### VICE PRESIDENT: ACADEMIC

Wilfrid Laurier University has an enrolment of approximately 5,000 full-time students and 2,800 part-time students in its Faculties of Arts and Science, Business Administration and Economics, Music, Social Work and Graduate Studies. At the graduate level WLU offers M.A., M.B.A., M.S.W. and D.S.W. programs. Long known for the high quality of its undergraduate instruction, WLU has in recent years emphasized the development of graduate programs, faculty research through substantial support from external granting agencies, and involvement in new Centers of Excellence. The position presents challenging opportunities for academic leadership and requires a keen sense of vision and communication. As well as being responsible for the supervision of the academic development of the university's five faculties, the Vice President: Academic oversees the computing centre, the library, co-operative education, part-time studies and the WLU Press. The appointment will commence May 1, 1989, or at a mutually agreeable date, and normally be for five years, renewable. Candidates should have an earned doctorate, extensive university-level teaching experience, demonstrated scholarly ability, and an appropriate background in university administration.

The incumbent is not seeking reappointment to this position. Nominations and applications, accompanied in the latter case by a resume of qualifications and the names of three referees, should reach the undersigned by December 15, 1988.

Dr. John A. Weir, Chairman  
Search Committee for Vice President: Academic  
Wilfrid Laurier University  
Waterloo, Ontario  
N2L 3C5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.



Bishop's University invites applications for the position of University Librarian.

### UNIVERSITY LIBRARIAN

## BISHOP'S UNIVERSITY

Part of the University's current Capital Campaign is for funds for the expansion of the Library. Therefore, the new University Librarian will play an important role in the development of the collection as well as the planning of the physical facilities. The present library collection includes 350,000 books and bound periodicals as well as 6 special collections including a rare book room. The Library staff consists of 5.5 Professional Librarians and 12 technical collections including a rare book room. The Library serves 90 Faculty members in the Faculties of Arts, Sciences and 5 clerical staff members. Business Administration as well as 1,550 Bishop's full-time students, 1,200 Champlain Regional College full-time students and 900 part-time students. There is also a strong interaction between the Library and the community. The University Librarian reports to the Principal.

Ideally the appointee will possess a graduate degree in Library or Information Sciences and will have held increasingly responsible positions within a University Library. Consequently, he/she will possess proven administrative abilities and leadership qualities. The appointee will be responsible for the automation of the Library as well as for improvements in computer-based information systems. He/she will also be responsible for the enhancement and development of special collections and for the allocation and control of the Library's budget. The appointee will be required to work in both official languages.

In accordance with Canadian immigration regulations, this advertisement is primarily directed to Canadian citizens and permanent residents.

The deadline for applications is November 1, 1988. Applications, including a current curriculum vitae and the names of three referees, should be sent to:

Dr. Robert D. Cook  
Chairperson, University Librarian Search Committee  
Bishop's University  
Lennoxville, Quebec  
J1M 1Z7





### TECHNICAL UNIVERSITY OF NOVA SCOTIA INDUSTRIAL RESEARCH CHAIR IN COMBUSTION

Applications are invited for an Industrial Research Chair position in the Centre for Energy Studies. The Chair is funded jointly by the Natural Sciences and Engineering Research Council, the Nova Scotia Power Corporation, and the Cape Breton Development Corporation.

The Chairperson will be tenured full professor in the Department of Chemical or Mechanical Engineering, depending on qualifications and inclination. Candidates must have doctorate and a distinguished record of academic research and industrial experience related to combustion. The Chairperson is expected to establish a vigorous program of applied combustion research in areas related to Nova Scotia's coal and other resources that will attract major external funding and outstanding graduate students. The Chairperson will also be expected to provide energetic and innovative leadership and to undertake limited teaching responsibilities.

Applications, accompanied by a curriculum vitae and names of three references should be sent to:

Dr. G. David Mackay,  
Chairman, Search Committee  
Centre for Energy Studies  
Technical University of Nova Scotia  
P. O. Box 1000  
Halifax, Nova Scotia  
B3J 2X4 Canada

In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.



Dalhousie University

### HUMAN COMMUNICATION DISORDERS

Applications are invited for two full time tenure track positions in Speech-Language Pathology at the Assistant Professor level. Position 1 is in acquired disorders of language and related areas; Position 2 is in child speech language disorders. Responsibilities for both positions include teaching graduate level courses, conducting research, and engaging in university service. Salary is competitive and dependent upon experience and qualifications. Starting date: 1 July 1989. Application deadline is January 6, 1989. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University has an affirmative action policy with respect to the hiring of women. Send letter of application, curriculum vitae, and names of three references to:

Philip C. Doyle, Ph.D.  
Acting Director  
School of Human Communication Disorders  
Dalhousie University  
5599 Fernwood Street  
Halifax, N.S. B3H 1R2  
(902) 424-7052



DEPARTMENT OF CLASSICS  
UNIVERSITY OF TORONTO

Applications are invited for two positions in the Department of Classics, beginning 1 July 1989. One of the two will be in the area of ancient Greek and the other in the area of Roman history. Both of the positions will be tenure-stream, and one will be at the Assistant Professor level while it is intended that the other will be at the level of Associate Professor or Full Professor; which area receives which appointment will be decided by the Department in the light of the applications. Persons applying at the Assistant Professor level should have the Ph.D. or be in the final stages of its completion. Those applying at the Associate Professor or Professor level should have a substantial record of teaching and publication in their area, and the appointee will be considered for tenure at the time of the appointment. Applicants in the area of (ancient) Greek should have a strong research interest in literature of the classical and/or Hellenistic Period. Applicants in the area of Roman history should have a strong research interest in social and economic history and/or the history of the late Republic and the early Empire.

Salary floors for 1989/90 have not yet been determined, but in 1988/89 the floor for Assistant Professors is \$31,500, for Associate Professors \$38,700, and for Professors \$51,600.

Applicants should send a curriculum vitae and the names of three referees to C.P. Jones, Chair, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1, by 30 October, 1988. They should themselves arrange for each referee to send their letter to the same address by the same date. The University of Toronto encourages both women and men to apply for positions.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (anded immigrants) of Canada.



### CHAIR IN DAIRY MICROBIOLOGY

The Department of Food Science at the University of Guelph invites applications from established research scholars in dairy microbiology for a professorial Research Chair sponsored by the Ontario Milk Marketing Board. The successful applicant is expected to have an excellent microbiology background with interest and experience in application of microbial principles to all facets of milk processing and dairy product research. The main responsibility of this Chair will be to develop a strong and innovative research program in dairy microbiology and to provide dynamic leadership and inspiration to faculty colleagues and the dairy industry. The successful applicant will give leadership in the program and interdisciplinary research.

This is a tenured position. The applicant should possess a Ph.D. degree and relevant postdoctoral and/or industrial research experience. Rank and salary will be commensurate with background and experience.

Interested candidates should submit a complete curriculum vitae, a statement of research interests, and the names of three references, prior to December 31, 1988, to:

Chairman,  
Department of Food Science, University of Guelph,  
Guelph, Ontario,  
N1G 2W1

The University of Guelph is committed to Employment Equity.  
Subject to final budgetary approval.



### UNIVERSITY OF AUCKLAND NEW ZEALAND

Outstanding candidates are sought to undertake teaching and research in departments of the School of Commerce and Graduate School of Business from 1 February 1989.

Permanent, fixed-term and visiting appointments are available in the following areas.

DEPARTMENT OF ACCOUNTING AND FINANCE  
Associate Professor in Accounting  
Lecturers/Senior Lecturers in Accounting  
Finance

DEPARTMENT OF COMMERCIAL LAW  
Associate Professor  
Lecturer

Tutor/Senior Tutor  
DEPARTMENT OF MANAGEMENT SCIENCE AND INFORMATION SYSTEMS  
Professor of Management Information Systems and Head of Department  
Lecturers/Senior Lecturers in

Information Systems  
Management Science  
Operations/Manufacturing Management

DEPARTMENT OF MANAGEMENT STUDIES AND LABOUR RELATIONS  
Lecturers/Senior Lecturers in  
Human Resource Management/Manpower Planning  
Management Studies

DEPARTMENT OF MARKETING AND INTERNATIONAL BUSINESS  
Lecturers/Senior Lecturers in  
International Business  
Marketing  
Strategic Management and Policy

Salaries (in NZ\$) are Tutor \$26,800-30,100, Senior Tutor \$35,000-45,700, Lecturer \$35,000-42,100, Senior Lecturer \$44,600-56,000, Associate Professor \$63,800-68,600, Professor \$74,500-93,000

Enquiries will be welcomed by the Dean of the School of Commerce and Graduate School of Business, Professor Alastair MacCormick, telephone +64-9-737 904. Conditions of Appointment and Method of Application for positions are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but no later than the closing date 18 November 1988.

Please clearly identify the particular post when requesting information.

The University of Auckland is an Equal Employment Opportunity Employer

ASSISTANT PROFESSOR  
POSITION  
DEPARTMENT OF  
PHARMACOLOGY  
UNIVERSITY OF OTTAWA

A tenure track assistant professor position will be available to candidates with Ph.D. and/or M.O. degrees who have postdoctoral experience and are strongly committed to research and teaching of medical pharmacology. Preference will be given to individuals with training in enzyme pharmacology, cytopharmacology, molecular neurobiology, receptor and molecular pharmacology. Knowledge of French is an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dead line for application is October 31, 1988. Starting date of appointment is negotiable.

A curriculum vitae, bibliography, a brief description of experience in teaching and research, a statement of career objectives, proposed research program and three letters of recommendation should be sent to: PHARMACOLOGY SEARCH COMMITTEE, DEPARTMENT OF PHARMACOLOGY, SCHOOL OF MEDICINE, UNIVERSITY OF OTTAWA, 451 SMYTH ROAD, OTTAWA, ONTARIO, CANADA K1H 8M5.



McGill

### MOLECULAR BIOLOGY IMMUNOLOGY BIOCHEMISTRY

Postdoctoral Fellow/Research Associates: The Institute of Parasitology of McGill University, Montreal has several openings for Postdoctoral Fellows or Research Associates in the areas of molecular biology, immunology and biochemistry to study nematode tubulin genes, *Clasica* surface receptors, glutathione metabolism in schistosomes, and mucin glycoproteins in host defense. Interested individuals should submit their curriculum vitae by October 31, 1988, along with the names of at least two referees to:

Director  
Institute of Parasitology  
McGill University  
McDonald College  
2111 Lakeshore Road  
Ste-Anne de Bellevue  
Quebec, Canada H9X 1C0

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



### CHAIR IN DAIRY TECHNOLOGY

The Department of Food Science at the University of Guelph invites applications from established research scholars in dairy technology (chemistry, engineering, microbiology) for a professorial Research Chair sponsored by the Ontario Dairy Council. The successful applicant will develop a strong and creative research program in dairy processing and technology and provide dynamic leadership to faculty colleagues and the dairy industry. The successful applicant will give leadership in the graduate program and interdisciplinary research.

This is a tenured position. The applicant should possess a Ph.D. degree and relevant postdoctoral and/or industrial research experience. Rank and salary will be commensurate with background and experience.

Interested candidates should submit a complete curriculum vitae, a statement of research interests, and the names of three references, prior to December 31, 1988, to:

Chairman,  
Department of Food Science, University of Guelph,  
Guelph, Ontario,  
N1G 2W1

The University of Guelph is committed to Employment Equity.  
Subject to final budgetary approval.



THE UNIVERSITY OF BRITISH COLUMBIA

### ELECTRICAL ENGINEERING

#### NSERC INDUSTRIAL RESEARCH CHAIR IN PROCESS CONTROL IN THE PULP AND PAPER INDUSTRY

Applications are invited for a tenured Full Professorship or tenure-track Senior Associate Professorship in Process Control related to Pulp and Paper Technology. This is a new departmental position, supported by the Natural Sciences and Engineering Research Council of Canada through its Industrial Research Chair Program. An earned Ph.D. is required. Candidates should have an outstanding record of research achievement in Process Control, previous experience in the pulp and paper industry, and the ability to teach courses in Electrical Engineering. The successful applicant would be expected to vigorously pursue research, including some collaborative research at The University of B.C. Pulp and Paper Research Centre. The position is available now.

Applications will be considered until a successful candidate has been identified.

When this senior position has been filled, a search for a candidate at the Assistant Professor level will be undertaken, for appointment to a new, companion position in Chemical Engineering. To apply, send curriculum vitae, reprints of important published papers, names and addresses of at least four references and residency status to:

Dr. R.W. Connelton, Head  
Department of Electrical Engineering  
The University of British Columbia  
Vancouver, B.C., Canada V6T 1W5

The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



McGill

The Department of History, McGill University, invites applications for an anticipated tenure-stream appointment in Italian Renaissance History, at either the Assistant or Associate Professor level, to begin on September 1, 1989. Applicants should hold the Ph.D., and have publications and teaching experience. Please address enquiries and applications and have three letters of recommendation forwarded to:

The Chairman  
Department of History  
McGill University  
855 Sherbrooke St. W.  
Montreal, Quebec  
H3A 2T7

Closing date for applications is December 31, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.



# Positions Available Postes vacants

**ACCOUNTANCY**  
**UNIVERSITY OF WATERLOO.** Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation, Ph.D. or equivalent. Salary will be based on qualifications. Appointments effective July 1, 1989 or by arrangement. Appointments available until positions filled. Send resumes to: Dr. J.R. Hanna, Director, School of Accounting, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

**ANAEESTHESIA**  
**THE UNIVERSITY OF ALBERTA, EDMONTON** has two clinical lecture positions in Anaesthesia available as of January 1, 1989. These are term positions of one year's duration, which will demand a fifty percent time commitment to clinical activities and fifty percent to research and teaching. The University of Alberta Hospitals is a 1000 bed tertiary care facility primarily serving Northern Alberta. It is the only centre in Western Canada performing cardiac transplantation. The Department of Anaesthesia plays a major role in the teaching of undergraduates, residents and paramedical personnel, and is active in all areas of anesthetic practice including obstetric, pediatric, neuro and cardiac anaesthesia, Oxy Surgery, Intensive Care and Chronic Pain Management. Edmonton is a progressive community situated within 4 hours drive of the Rocky Mountains, and offers a host of summer and winter recreational activities. Candidates must be eligible for licensure in the Province of Alberta. Remuneration is by salary, plus payment of relocation expenses, academic travel, and malpractice insurance. Paid vacation will be four weeks duration. Deadline for applications is October 1, 1988. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University is committed to the principle of equity in employment. Applicants are invited to send a Curriculum Vitae and the names of 3 references to: Dr. Douglas S. C. Vail, Acting Chairman, Department of Anaesthesia, University of Alberta Hospitals, 8440-112 Street, WMC 382.32, Edmonton, Alberta T6G 2B7; Telephone: (403) 432-8827.

**ANTHROPOLOGY**  
**YORK UNIVERSITY.** Faculty of Arts. Department of Anthropology. A tenure-track position in socio-cultural anthropology, at the Assistant Professor level, beginning July 1, 1989 (subject to final budgetary approval). The successful candidate must have completed a Ph.D. with strong general training in the discipline, proven publication and research record, and effective teaching skills at the undergraduate and graduate levels. Specializations preferred (but not exclusively) are one or more of the following: semiotic/symbolic/cognitive/linguistic systems (and variations thereof); applied (in its most innovative and broadly conceived sense); and public policy. Geographical specialization is open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Letter of application, detailed curriculum vitae and names of 3 references, should be sent to: Gus Thaw, Chair, Department of Anthropology, Faculty of Arts, York University, North York, Ontario M3J 1P3. Closing date for receipt of applications January 15, 1989.

**ART**  
**THE UNIVERSITY OF SASKATCHEWAN.** Department of Art and Art History is offering a tenure track position in Studio Art, in particular painting and drawing at the Assistant Professor level. Approximate salary is \$36,711-\$59,567, which may be subject to adjustment. The candidate should have a M.F.A. or M.A. degree. University teaching experience and an active exhibition record. The candidate is expected to contribute to an intense and demanding program at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position commences, subject

to budgetary approval, on July 1, 1989. Deadline for receipt of applications is January 30, 1989 or until the position is filled. Applicants should arrange to have a curriculum vitae, 20 transcripts, and three letters of reference sent to: Hans Dommasch, Head, Department of Art and Art History, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

**BIOCHEMISTRY**  
**UNIVERSITY OF SASKATCHEWAN.** Department of Biochemistry. Two appointments at the level of Assistant Professor are available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. These appointments are for term of three years. Applicants must have a Ph.D. and/or M.O. degree. Candidates will include research and teaching of biochemistry to undergraduate and graduate students. Effective date of the appointments is to be not later than July 1, 1989. Salary will be commensurate with experience and training. Experience in areas such as gene manipulation and modern sequencing techniques would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and names of three references to: Dr. J.F. Angel, Department of Biochemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Reference numbers BL 11-34X and BL 11-35X.

**BIOLOGICAL SCIENCES**  
**SIMON FRASER UNIVERSITY.** Department of Biological Sciences. Laboratory Instructor - Biotechnology. A position available effective January 1989 for a Laboratory Instructor in molecular and industrial biotechnology, and for related research/teaching functions in the Department of Biological Sciences. The successful candidate will be responsible for laboratory instruction, occasional lectures in assigned courses, and will independently design and develop laboratory exercises support for research and teaching in biotechnology. Minimum qualifications are a M.Sc. degree in Molecular Biology, Biochemistry, or Microbiology, plus relevant lab experience. Familiarity with current biotechnology laboratory techniques and equipment is essential. Teaching experience is an asset. Appointments of Laboratory Instructor are normally made without term. Instructors are entitled to four weeks paid annual vacation and are eligible for all normal University benefits including medical and group life insurance, and academic pension plans. Salary commensurate with experience. Applicants should submit an up-to-date curriculum vitae, transcripts and three letters of reference concerning professional experience, before 7 November 1988 to: Dr. M.J. Smith, Chairman, Search Committee, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C. V5A 1S6.

**BUSINESS**  
**THE UNIVERSITY OF ALBERTA.** Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required of candidate should be at the completion stage of degree. Salary and rank depend on qualifications.

Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2B7. The University of Alberta is committed to the principle of equity in employment.

**BUSINESS ADMINISTRATION**  
**UNIVERSITY OF REGINA.** Faculty of Administration. Applications are invited from candidates with qualifications in the area of Accounting. Rank of Assistant, Associate or Professor; rank based on qualifications and experience, preferably at the Assistant or Associate level. Ph.D. or DBA (completed or near completion) is expected, preferably with teaching and research experience. Outlets include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment dates depend on when the position is filled. The position is subject to budgetary approval. Applications should be sent to: Dr. Ed Waynes, Associate Dean, Faculty of Administration, University of Regina, Regina, Sask. S4S 0A2.

**CONCORDIA UNIVERSITY.** The Department of Finance at Concordia University seeks applications for tenure-track and visiting positions at the rank of Assistant, Associate and Full Professors. All areas of Finance will be considered. Teaching at undergraduate, MBA, M.Sc. and doctoral levels. Very strong research orientation. Terminal degrees for all ranks. Will consider advanced ABD at Assistant Professor rank. Higher ranks require demonstrated evidence of research productivity. Faculty involvement in executive development programmes and cooperative programmes with industry are encouraged. Opportunity to join a highly productive and innovative Faculty. Salary and benefits very competitive. Applications are also invited for limited-term appointments at the rank of Lecturer. At least an MBA with relevant work experience is required. In accordance with Canadian immigration regulations this advertisement is directed at Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact M. Arvat, Ph.D., Professor and Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, Montreal, Quebec, H3G 1M6, (514) 348-2780 or 848-2785.

**UNIVERSITY OF OTAGO, DUNEDIN, NEW ZEALAND.** Lecturer/ Senior Lecturer in Accounting and Finance. Applications are invited for positions in the Department of Accounting and Finance within the Faculty of Commerce. Our University is situated in Dunedin, a picturesque provincial city (population 100,000), situated on the shores of Otago Harbour. It is within 3-4 hours travel of ski fields, skating, Central Otago, Lakes District and Fiordland. There are many interesting tramp trails leading towards the world famous Milford Sound. The Department of Accounting and Finance has currently around 30 full-time academic staff, and has recently established a fourth Chair. It provides courses at undergraduate (B.Com and B.Com (Hons)) and postgraduate (Op.Com, M.Com and MBA) levels and has students doing research at Ph.D. level. Appointees will be required to teach in

courses offered at undergraduate, postgraduate and post experience levels in Accounting and Finance, and to contribute to research in these areas. Recent growth in student numbers has led to an expansion in the range of courses offered, and applicants with qualifications and experience in the areas of financial and management accounting, law and auditing are encouraged to apply. Positions are tenurable, but appointments will be considered from those seeking visiting appointments, particularly if such visits coincide with the New Zealand academic year (February - November). Preference for visits will be given to active researchers. It is anticipated that the appointee would be able to take up the appointment before the beginning of the 1989 academic year. In February, and applicants are asked to indicate the date they would like to be available. Salary: Lecturer: \$N235,000 - \$N242,000 per annum. Senior Lecturer: \$N244,000 - \$N252,000 per annum. Further particulars are available from the undersigned, P.O. Box 56, Dunedin, New Zealand. Specific enquiries may be addressed to Professor Ken Morris, Chairman of the Department. Applications should reference number A68/87 covering the period 29 October 1988. O.W. Givins, Registrar.

**CONCORDIA UNIVERSITY.** Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. Applications are invited for full-time tenure-track positions in Business Statistics and also in Management Information Systems, effective June 1, 1989. Salary and rank will be commensurate with the successful candidate's experience and qualifications. As a minimum, applicants should be nearing completion of their Ph.D. dissertation. Applicants should have a strong research orientation. Teaching at both graduate and undergraduate level will be expected in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equivalents, which should include a curriculum vitae and the names of three academic references, should be sent to: Dr. T.J. Tombrink, Chairman, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6.

**UNIVERSITY OF MANITOBA.** Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. July 1, 1989 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.J. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**WILFRID LAURIER UNIVERSITY.** School of Business & Economics. Applications are invited for teaching positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1989-

**CAUT expects that all positions advertised in the Bulletin are open to both men and women.**

**L'ACPU s'attend à ce que tous les postes annoncés dans les Bulletin soient offerts aux hommes et aux femmes.**

90 academic year. Qualifications: Lecturer up to Full Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business, Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

**UNIVERSITY OF SASKATCHEWAN.** College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Economics, Human Resources, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited-term appointments. Salary and rank depend on qualifications. Applicants are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send resumes to: Dr. W.J. Brennan, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

**MCMASTER UNIVERSITY.** Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance, (iii) Information Systems, (iv) Production/Management Science. Rank of Assistant, Associate or Professor, depending on qualifications and experience, preferably at the Assistant or Associate level. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Outlets include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4L7.

**THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON.** Faculty of Administration invites applications in Accounting, Finance, Human Resource Management, Marketing, Management Information Systems, Organizational Theory and Business and Society. Quantitative Methods. Qualification for tenure track positions in all disciplines is Ph.D. or completion or near completion in appropriate discipline.

## Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

## Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

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Pour obtenir des détails complets, brochures, formules d'adhésion, tableaux des primes, etc. postez le coupon à:

# CAUT

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1.  
 Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

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Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. ASSURANCE-VIE jusqu'à \$300,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$100,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPU.

Name/Nom

Address/Adresse

City/Ville

Province

Code

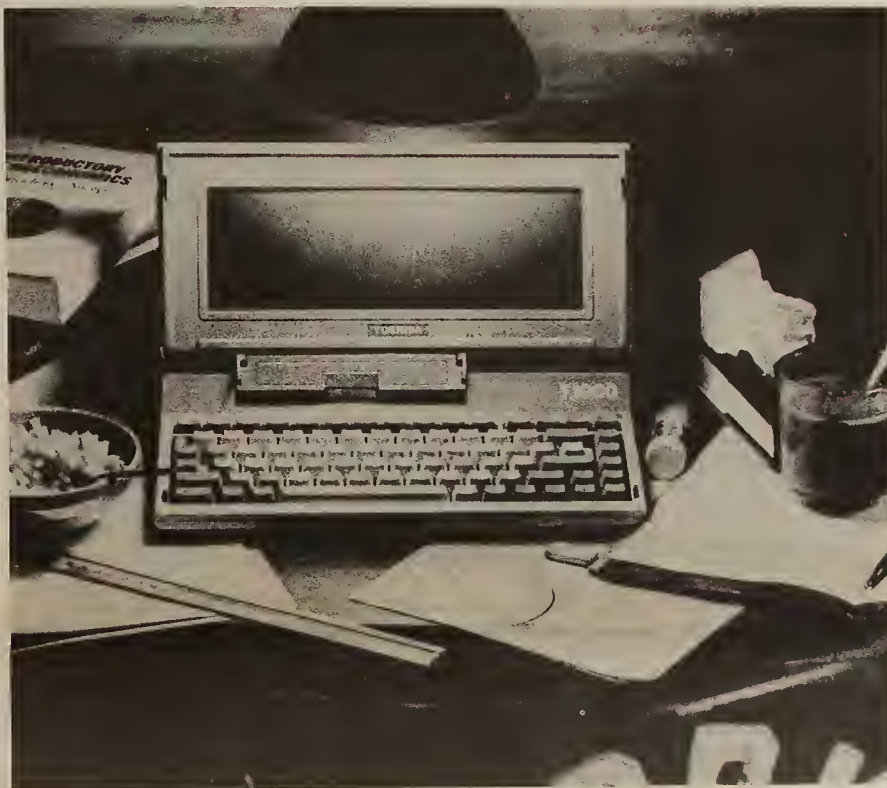


**WILFRID LAURIER UNIVERSITY.** Faculty of Education, Department of Educational Psychology, January 1, 1989 to June 30, 1991. Duties include teaching three one-semester courses at the undergraduate level. The position is available to a candidate with a B.Ed. and with Canadian Immigration requirements. This advertisement is directed to a Canadian citizen or permanent resident. Applications with curriculum vitae and names of three referees should be sent to Dr. Frank Milard, Chairman, Department of Educational Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

**WILFRID LAURIER UNIVERSITY.** Department of Economics. Limited term position, January 1, 1989 to June 30, 1991. Duties include teaching and supervising students in the classroom with some teaching experience and publications. Duties include teaching all levels of Economics and supervising students in the classroom with evidence with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three referees should be sent to Dr. Frank Milard, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

**THE UNIVERSITY OF ALBERTA.** Department of Economics, has an opening for a full-time professor in the Department of Economics, commencing July 1, 1990. The position is subject to budgetal considerations. The position is open to candidates in all fields of Economics. Applications with curriculum vitae and names of three referees should be sent to the Department of Economics.





## Toshiba introduces the portable laptop computer students will graduate to.

It's called the Toshiba T1000. And when you consider how much personal computer it is, and how little money it is, you don't have to be an 'A' student to know how valuable it can be.

At mere **6.4 pounds**, the powerful T1000 is the smallest, lightest computer Toshiba has ever made. It's less than a foot square and a fraction over 2 inches high, so it fits comfortably anywhere. Especially on your lap. And its high performance level combined with its low price make it perfect for students working at home, in the library, or anywhere else.

The only big things about the T1000 are its

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zation either in economic development or in energy and/or natural resources. Relevant teaching and research experience are both important, and clear indications of considerable potential in both areas are essential.

Salary commensurate with qualifications and competitive with other Canadian institutions. The University of Waterloo is committed to providing full equity in employment, but, in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three references who are sending confidential letters of assessment) to: Mr. D. T. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta. T6G 2H4 by January 31, 1989.

#### EDUCATION

**BRANDON UNIVERSITY.** The Faculty of Education invites applications for a full-time position as a Counselor/Educator (term position). Position: Campus-based teaching position in Guidance and Counseling in the Department of Educational Services and Foundations beginning on September 1, 1989. Rank: In accordance with the Brandon University Faculty Association Collective Agreement, at the level of Assistant Professor Salary: According to the Collective Agreement; Salary for Assistant Professor: \$30,033-\$45,668. Qualifications: A graduate degree with a minimum of two years of teaching and/or supervisory experience as a counselor and teacher in the public schools. Duties: To teach introductory and advanced courses in Guidance and Counseling and to supervise student practice. Appointment Date: July 1, 1989. Letter of Application: Send curriculum vitae and letter of application, including a list of references, to: Dr. Robin Enns, Dean of Education, Brandon University, Brandon, Manitoba, R7A 6A9. Deadline for Application: February 28, 1989. This position is directed to Canadian citizens and permanent residents of Canada.

**THE ONTARIO INSTITUTE FOR ENVIRONMENTAL RESEARCH CENTRE.** Applications are invited for a tenure track faculty position at the Midwestern Centre, Kitchener, Ontario, at a level commensurate with qualifications and experience. The purpose of the Centre is to carry out institute activities in field development, dissemination and research in the Midwestern Region and to facilitate the delivery of off-campus courses. The successful candidate will assist local school systems; cooperatively develop projects which reflect the personal knowledge, expertise and research interests of the Centre faculty and staff. It is essential that the candidate be able to establish and maintain productive working relationships with administrators and teachers in school systems. Minimum requirements include an M.Sc. degree in Environmental Science or an equivalent in education and/or administration, with a record of research and publications in refereed journals, would be highly desirable. Previous experience in Ontario and Canadian education would be an asset. This experience might include work directly in school systems. General qualifications include the ability to lead and interpret research; to develop and conduct dissemination and development projects; to supervise and conduct research activities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Application is available July 1, 1989, or possibly earlier. Applications, including an up-to-date curriculum vitae and the names of three or more references, must be submitted by December 1, 1988 to: Dr. Angela Hildy, Assistant Director, Field Services and Research, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

**SIMON FRASER UNIVERSITY.** Faculty of Education, Assistant Professor (tenure track) in social studies education at a newly created Faculty of Education in which tenure track faculty members and short term seconded master teachers are employed in roughly equal numbers. The Faculty seeks a new colleague with a doctorate in the broad area of social studies education. This individual should be working with seconded master teachers at a practical level and at the same time establish a solid record of academic scholarship. This call is for a person with energy and a grounding in one or more of the academic disciplines associated with social studies. The successful candidate will work both at the graduate and undergraduate level and be expected to give leadership in the development of both instructional and research programs. The appointment will be effective August 15, 1989 or sooner thereafter. Send full curriculum vitae and the names of three references to: Dr. Jack Turman, Director, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until December 31, 1988.

#### ENGINEERING

**UNIVERSITY OF OTTAWA.** Faculty Position in Mechanical Engineering Engineering Management Program.

Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical Engineering at the University of Ottawa. Teaching duties for this position will be in the areas of: Engineering Management Program and Mechanical Engineering, A.P.D. and an established research record in related disciplines. Graduate students and permanent residents will be given first priority, however, other applicants are also encouraged to apply. Employment equity policy of the University of Ottawa. Please direct letter of application, curriculum vitae and names of three references to: Dr. S. Tavoularis, Chairman, Department of Mechanical Engineering, University of Ottawa, 707 King Edward Avenue, Ottawa, Ontario, K1N 6N5. Telephone: (613) 564-4232, FAX (613) 564-7681.

**UNIVERSITY OF REGINA.** Chair in Electronic Information Systems Engineering. The University of Regina Faculty of Engineering has an established Chair in Electronic Information Systems Engineering. Established under joint funding from Saskatchewan Telecommunications and the Natural Sciences and Engineering Research Council of Canada, this tenure-track position will serve as the nucleus of collaborative research activities involving Saskatchewan and international researchers in the field of the Electronic Information Systems Engineering program and the Department of Computer Science. The objective of Engineering Research is to contribute significantly to the timely evolution of the telecommunications network into an end-to-end high speed digital information processing system with a wide range of applications. The position is to work with the common carrier partner, SaskTel. Substantial funding for equipment, research staff and operating expenses is available in addition to the normal competitive grants application procedures. As this chair is primarily a research position, teaching loads will be reduced. The successful candidate should have a graduate degree at the doctoral level and have a demonstrated capacity for superior research. In addition, the candidate's experience would also be a significant asset. The applicant should have sufficient qualifications to enable appointment at the level of Associate Professor level in accordance with the University of Regina. The Coordinator, Electronic Information Systems Engineering, University of Regina, Regina, Saskatchewan, S4S 0A9. Telephone: (306) 585-4099.

**UNIVERSITY OF AUCKLAND, NEW ZEALAND.** Lectureships/School of Engineering. The University of Auckland, New Zealand, is seeking applications for Lectureships in the School of Engineering. Current vacancies are particularly suited to candidates having advanced qualifications and experience in the areas of: (i) custom and semi-custom integrated circuit design, in optical communications engineering, in information systems engineering, or in related areas. However, candidates who are very well qualified in other areas are also encouraged to apply. Successful candidates will be required to teach both the undergraduate and graduate levels, and pursue research in an appropriate field. Commencing salaries will be established according to the University's scale: \$42,100 per annum; Senior Lecturers NZ\$44,600 - \$55,600 per annum. Conditions of Appointment and Method of Application are available from the Academic Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible. An Equal Employment Opportunity Employer.

**MCILL UNIVERSITY.** Research Assistant in Education. We are seeking a professional research Assistant to manage, maintain and program the Lipshitz facilities of the McColl Research Institute. The responsibilities of the Assistant include: (i) university degree in mathematics and/or computer science (ii) at least 3 years experience in research and/or teaching in the field of Artificial Intelligence or Vision applications; and (iii) at least 3 years experience maintaining Lipshitz machine installations and/or computer systems. The position involves working with seconded master teachers at a practical level and at the same time establish a solid record of academic scholarship. This call is for a person with energy and a grounding in one or more of the academic disciplines associated with social studies. The successful candidate will work both at the graduate and undergraduate level and be expected to give leadership in the development of both instructional and research programs. The appointment will be effective August 15, 1989 or sooner thereafter. Send full curriculum vitae and the names of three references to: Dr. Jack Turman, Director, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until December 31, 1988.

**UNIVERSITY OF OTTAWA.** Faculty Position in Mechanical Engineering Engineering Management Program.

years experience in industry with expertise in mechanical testing and electron microscope. The candidate must have a proven ability to carry out independent research. The position will require a research and development in metal inspecting and testing, fracture mechanics, plastic forming, computer modeling, statistical analysis, and approaches for analysing the fatigue resistance of materials and severity of load histories. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Salary will depend on qualifications and experience. Send resume, including list of relevant publications authored by the candidate and the names of two references to Professor T. Topper, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. This appointment is effective December 1, 1988. Closing date for applications is November 15, 1988. Applications from women candidates are particularly welcome. An Employment Equity Employer.

**UNIVERSITY OF ALBERTA.** Engineering Management. The Department of Mechanical Engineering at the University of Alberta is seeking applications for two positions in the general area of Engineering Management. One of these is in the area of Engineering and Technology and is jointly sponsored by the Faculties of Engineering and Business. This position may be attractive to individuals with an education in engineering and business who combine technical and business areas. The second position is for an Assistant/Associate Professor with a background in any of the following: Engineering Management. The successful applicants will be involved in teaching at both the undergraduate and graduate level and will be expected to carry out research in appropriate areas. Please submit Curriculum Vitae, description of research goals and interests and the names, addresses and telephone numbers of three referees to: M.G. Faulkner, Chairman, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta T6G 2G3. The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submission of applications is October 31, 1988.

**UNIVERSITY OF WATERLOO.** Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. The university is active in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidates. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors who ever possible. The candidates must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

#### ENGLISH

**UNIVERSITY OF VICTORIA.** The Department of English intends to appoint two positions in the field of Canadian Literature, effective July 1989: (1) one Assistant Professor at entry level and (2) one Associate or Full Professor. The salaries will depend on qualifications and experience. Candidates should send a cv and the names of three referees to: Dr. Terry G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. The deadline for applications is December 1, 1988. Closing date for applications is December 1, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

**WILFRID LAURIER UNIVERSITY.** English. Applications are invited for two positions in the field of Canadian Literature, effective July 1989: (1) one Assistant Professor at entry level and (2) one Associate or Full Professor. The salaries will depend on qualifications and experience. Candidates should send a cv and the names of three referees to: Dr. Terry G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. The deadline for applications is December 1, 1988. Closing date for applications is December 1, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

lun vitae and names of three referees, should be sent to: Dr. Paul Tieszen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

**UNIVERSITY OF AUCKLAND, NEW ZEALAND.** A Lectureship in English Literature. (Department of English). Applicants should have a Ph.D. in English Literature and some experience of university teaching. The appointee's teaching responsibilities will be in courses in New Zealand literature, at the graduate and MA level. Ability to teach in some other area(s) of English studies will be an advantage. It is hoped that the successful candidate will take up a teaching position as early as possible in 1989. Commencing salary will be established within the range NZ\$25,000 to NZ\$42,100 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag 920, Auckland, New Zealand. Applications should be forwarded as soon as possible. An Equal Employment Opportunity Employer.

**MCILL UNIVERSITY.** The Department of English, McMill University, invites applications for an Assistant Professor (tenure track) position in Canadian literature. Candidates should have a Ph.D. and evidence of significant research in the area. Application, c.v. and three letters of recommendation should be sent to Professor David Williams, Chairman, Department of English, McMill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: November 1, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

**MCILL UNIVERSITY.** The Department of English, McMill University, invites applications for an Assistant Professor (tenure track) position in Canadian literature. Candidates should have a Ph.D. and evidence of significant research in the area. Application, c.v. and three letters of recommendation should be sent to Professor David Williams, Chairman, Department of English, McMill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: November 1, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

**QUEEN'S UNIVERSITY.** The Department of English of Queen's University expects to fill a number of university level appointments (tenure-track) appointments at the Assistant Professor level from July 1, 1989. Minimum qualifications include the Ph.D. and a primary research interest in the area of Canadian literature. We are especially interested in candidates in Renaissance (either dramatic or non-dramatic) or American literature. Outstanding candidates may be considered for promotion to position not invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other sex are equally invited to apply. The closing date for applications is November 15, 1988. Curriculum vitae and the names of three referees (either academic or non-academic) should be sent to Professor George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Closing date for applications is September 15, 1988.

**SIMON FRASER UNIVERSITY.** English. The University of English, Simon Fraser University invites applications for a tenure track appointment in Shakespearean and 17th-Century literature at the rank of Assistant Professor effective July 1, 1989. Position authorized subject to funding. Applicants should have a completed Ph.D. and preference will be given to those with teaching experience and publications. Candidates should send three letters to send a curriculum vitae and a list of references, transcripts, and the names of the referees to: Dr. Sandra Dye, Chairwoman, Department of English, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is 25 November 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF NEW BRUNSWICK.** Applications are invited for a tenure track position at a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1989, and subject to final budgetary approval. Candidates should have a Ph.D. in Canadian Literature and have experience either in drama production or in the area of creative writing. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae and a transcript of academic record to: Professor Roger Plouffe, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for applications is January 31, 1989. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ment residents of Canada only.

**UNIVERSITY OF NEW BRUNSWICK.** The Department of English at the University of New Brunswick invites applications to a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1989, and subject to final budgetary approval. Candidates must hold the Ph.D. in Anglo-Saxon, or History of the Language, or Canadian English, and would be expected to teach in the area of Anglo-Saxon literature and the history of the language at both the graduate and undergraduate levels. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed Curriculum Vitae, and a transcript of academic record to: Professor Roger Plouffe, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The deadline for applications is January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only.

**UNIVERSITY OF WATERLOO.** Department of English. Rhetoric and Professional Writing. Applications are invited for a tenure-track position in the area of the Assistant Professor level. Applicants must have a Ph.D. with specialization in rhetoric, stylistics, and professional writing. Background in business, economics, and communication theory is also desirable. A strong publication record is essential. Duties will include teaching undergraduate and graduate courses in professional writing and rhetoric and may include related research in the Centre for Professional Writing. Salary negotiable. Appointment effective July 1, 1989. Closing date for applications is December 1, 1988. Send resumes to: Dr. Gordon E. Sliethag, Chairman, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

#### FRENCH

**ACADIA UNIVERSITY.** Wolfville, N.S. Applications are invited for a tenure-track position at the Assistant or Associate Professor level commencing July 1989. Candidates must have a Ph.D. and teaching experience at the university level. The Department is seeking candidates whose primary interest is the teaching of French as a second language at the university level and who have experience in programme development and enrichment. Salary will be commensurate with qualifications and experience. Send curriculum vitae and names of three referees to: Dr. Renee Gimenez, Head, Department of French, Acadia University, Wolfville, Nova Scotia, B0S 1X0. Applications should be forwarded to position 10507. The deadline for receipt of applications is December 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

**UNIVERSITY OF WATERLOO.** Le Département de français de l'Université de Waterloo recherche un professeur en linguistique pour occuper un poste à plein temps à compter du 1er septembre 1989. Le titulaire de ce poste aura le rang de professeur adjoint. Les candidats doivent posséder une excellente maîtrise de la langue française. Les candidats sont priés de leur parvenir leur candidature accompagnée d'un curriculum vitae de M. Pierre H. Dubé, directeur intérimaire du Département de français, Université de Waterloo (Ontario), N2L 3G1. Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste est ouvert à des candidats de langue maternelle anglaise ou française. Les candidats doivent être citoyens canadiens ou résidents du Canada. L'Université de Waterloo cherche des candidats qui soient capables de pourvoir des postes vacants de candidats ayant récemment terminé leur Ph.D. et au rang de professeur adjoint. Les candidatures de candidats non résidents du Canada et de langue maternelle anglaise ou française sont également acceptées. An Employment Equity Employer.

#### GEOGRAPHY

**UNIVERSITY OF VICTORIA.** Department of Geography. Applications are invited for the following position: Associate or Assistant Professor, Urban Geography. A tenure-track position, subject to final budgetary approval, commencing 1st July 1989. Ph.D. required. The appointee is required to teach urban ecology, human-environmental development and transportation. The appointee is expected to contribute to the graduate and research activities of the Department. Candidates must have a demonstrated teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is an equal opportunity employer. Only qualified male and female applicants.

Women are particularly encouraged to apply. Applications, curriculum vitae and names of three referees should be sent to the University of New Brunswick by 30th November, 1988 to: Dr. Colin J.B. Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1800, Victoria, British Columbia, Canada V8W 2Y2.

#### GEOLOGY

**UNIVERSITY OF OTTAWA.** The Department of Geology invites applications for a tenure track position at the assistant professor level. The position is a full-time, permanent position available until July 1, 1989. Preference will be given to candidates qualified to teach undergraduate courses in Mineralogy and Petrology, such as in English, Bilingual candidates with interests in Paleontology and Stratigraphy or Structural Geology will also be considered. An active research research is a prerequisite. The Department within the Ottawa-Carleton Geoscience Centre provides the opportunity of interacting with a large geoscience community in the Ottawa region. In accordance with Canadian Immigration and Employment regulations this notice is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Ottawa is an equal opportunity employer. Please send resume and the names of three referees to: Dr. W.K. Fyfe, Director, Department of Geology, University of Ottawa, Ottawa, Ont., K1N 6N5.

**UNIVERSITÉ D'OTTAWA.** Le Département de géologie offre un poste de professeur adjoint conduisant à la permanence débutant le 1er janvier 1989, avec possibilité de délaissés jusqu'au 1er juillet 1989. Le poste est à temps plein et est disponible jusqu'au 1er juillet 1989. La préférence sera donnée aux candidats enseignant en français ou en anglais la minéralogie et la pétrologie au niveau sous-gradué. Les candidats bilingues avec une maîtrise en géologie ou en géologie structurale seront aussi considérés. Le candidat devra démontrer des aptitudes pour la recherche. Le départisme du candidat devra être en adéquation avec le Centre Géoscientifique Ottawa-Carleton, l'occasion de collaborer avec une importante communauté géoscientifique dans la région d'Ottawa. En vertu de la Loi sur l'égalité des droits, l'Université d'Ottawa, Ottawa, Ont., K1N 6N5.

**UNIVERSITY OF ALBERTA.** Research Assistant Professor. Research Facility Manager to work with the Canadian (USPS 2000) high pressure apparatus (3 GPa, 3000°C). Ph.D. and research experience required in experimental petrology, geochemistry or mineral physics at high pressures. Experience with the operation and maintenance of high pressure apparatus (USPS 2000) is highly desirable and one of the immediate tasks will be to develop software for the resistance heating and temperature control. The successful candidate will have the possibility of renewal contingent on funding. Starting date as soon as possible because of death of previous group leader. Applications should be sent to: Dr. Peter J. P. Labeyrie, Director, Department of Geology, University of Alberta, Edmonton, Canada, T6G 2E3 (tel: 403-432-2740) by December 1, 1988. The University of Alberta is committed to the principle of equity in employment and, in accordance with Canadian immigration regulations, this advertisement is addressed to Canadian citizens and permanent residents.

#### GERMAN

**QUEEN'S UNIVERSITY.** Assistant Professorship, German. Applications are invited for a tenure-track appointment at the rank of Assistant Professor, effective 1 July 1989. The successful candidate should have an equivalent or native or near-native fluency in German. Preference will be given to candidates with expertise in the period of German history from 1945 to the present. The successful candidate will be expected to teach in research as well as teaching. Candidates of either sex are equally encouraged to apply. The duties of the position include supervising graduate students and literature courses at all levels, under graduate and graduate, as well as normal faculty responsibilities. Salary will be commensurate with qualifications and experience, but not less than the 1988-89 tico of \$30,975. Applicants should send a curriculum vitae and arrange for letters of recommendation to be sent to Patrick O'Neill, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario K7L 3N6 by 15 January 1989.

#### HEBREW

**UNIVERSITY OF OTTAWA.** The Department of Near Eastern Studies expects (budget permitting) to appoint an Assistant Professor, tenure stream, in Hebrew language and literature. The successful candidate must have a Ph.D. in Hebrew language and literature (or a related field) and be able to teach introductory and higher level courses in Modern Hebrew Language. At least near-native fluency in Hebrew is required. Only qualified male and female applicants.



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in the first instance. Applicants should have an appropriate postgraduate qualification and teaching experience in one of the fields mentioned above, or others appropriate to the "Biology for Medicine" course. A proven record of research evidenced by publications and an intention to continue actively in research is essential. A medical degree is not a requirement. The successful applicant will be required to take part in undergraduate and postgraduate teaching work.



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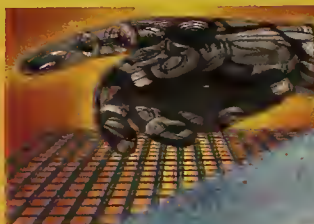
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proven records of research achievement and will be eligible for funding by the Alberta Heritage Foundation/Medical Research. Candidates should be capable of teaching graduate courses (in the field of Developmental Biology or in medical school courses in Histology or Neuroanatomy). Appointments are made at all faculty levels. Rank and salary will be determined according to the University of Alberta guidelines. Successful candidates will be encouraged to carry on independent research programs and will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. Deadline for receipt of applications is October 31, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae, a summary of research interests, and the names of four referees to: Dr. Richard A. Murphy, Professor and Chairman, Department of Cell and Cell Biology, University of Alberta, Faculty of Medicine, Edmonton, Alberta, Canada, T6G 2H7. The University of Alberta is committed to the principle of equity in employment.

**MICROBIOLOGY**  
**QUEEN'S UNIVERSITY, KINGSTON, ONTARIO.** Faculty Position in Virology. The Department of Microbiology and Immunology invites applications for a faculty position at the assistant or associate professor level. Candidates should have a strong commitment to research and undergraduate and graduate teaching. Those with interests in viral gene expression, virology as expression vectors or biotechnology will be given priority. This is a bridging position to a tenure track appointment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and resumes are equally encouraged to apply. Send curriculum vitae and names of three referees to: Dr. H. Pross, Professor and Head, Department of Microbiology, Queen's University, Kingston, Ontario, K7L 3N6. Closing date for applications is November 1, 1988.

**MOLECULAR BIOLOGY**  
**SHRINES HOSPITAL FOR CRIPPLED CHILDREN.** Molecular Biologist. A vacancy exists for a Molecular Biologist with a research group to work on the T cell receptor to cartilage proteoglycans in cell mediated immunity to proteoglycan in arthritis in humans and animals. The applicant should have a Ph.D. with at least 5 years post doctoral experience, including previous work on the molecular biology of T cell receptors. The salary will be up to \$43,000 per annum depending upon experience. This positional scientist is available from October, 1988 and will be for an indefinite period. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All applications with the names of two referees should be sent to: Dr. A.R. Poole, Director, Joint Diseases Laboratory, Shrines Hospital for Crippled Children, 1529 Cedar Avenue, Montreal, Quebec, H3G 1A1, Canada.

**MUSIC**  
**UNIVERSITY OF ALBERTA.** Position in Choral Music. Applications are invited for a full-time tenure-track position in choral music at the Junior Assistant Professor level (1988-89 salary: \$33,144.00). Applicants should have a completed master's or equivalent professional training and experience; expertise in choral conducting and literature is required and additional teaching interests are desirable. Duties include choral conducting, directing Collegium Musicum, choral techniques, and choral literature at undergraduate and graduate levels. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to: Dr. Alan D. Sherman, Department of Music, University of Alberta, 3-32 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: July 1, 1989. Appointment period: January 1, 1989 or until position is filled. Types of choral performances may be requested at a later date. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range: \$28,707-67.

**McGILL UNIVERSITY.** Faculty of Medicine. Three (3) tenure track appointments at the rank of University Lecturer, 2nd level in music theory, completed or near completion; applications also accepted from composers actively engaged in music. One or more of the following areas of specialization: 20th century theory and analysis, preferably post-1945; Schenkerian analysis; history of music; musical cognition; aesthetics; musical cognition. 3. Applicants must have a strong commitment to both teaching and research; teaching of undergraduate and graduate courses; and seminars through the doctoral level; supervision of graduate theses. 4. Salary: current lecturer base \$27,115. 6. Send a curriculum vitae and

arrange to have three letters of reference sent to Prof. D.B. Minogian, Chairman, Department of Psychology, Faculty of Music, McGill University, 355, Sherbrooke St. West, Montreal, PQ, H3A 2E4. Effective September 1, 1989. 7. Deadline: November 1, 1988. 8. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents.

**NUTRITIONAL SCIENCES**  
**UNIVERSITY OF GUELPH. COLLEGE OF BIOLOGICAL SCIENCE.** The Department of Nutritional Sciences invites applications for the position of Professor for a three year contract beginning in January 1989. The successful candidate will carry out research and teach in the field of nutrition. Applicants should have experience and training in the biochemical and physiological aspects of nutrition but not nutrition and have a current and distinguished record of scholarly activity in the field. Send applications, curriculum vitae, including a list of publications and the names of three referees to: Dr. H.S. Bayley, Chairman, Department of Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The University of Guelph is committed to equality in employment.

**OPTOMETRY**  
**THE UNIVERSITY OF AUCKLAND, NEW ZEALAND.** Chair in Optometry. Department of Optometry. This is a newly established Chair and carries with it the Headship of the Department. The Department of Optometry is a department of the Faculty of Science of the University, and is responsible for the four year undergraduate and postgraduate training of optometrists in New Zealand. The Department also offers a postgraduate diploma studies for the degree of Master of Science (Optometry) and Doctor of Philosophy. The Department is supported by three sectorial staff, purchasing optical and ophthalmic laboratory technician, Mechanical and Electronic Department of Optometry, and the Department of Psychology, and are staffed by five technicians. Applicants should have an Optometric qualification and higher qualifications in Optometry and Optics, though applicants with a background in related disciplines are encouraged to apply. There is no particular preference concerning field of interest, but it is expected that applicants will have a strong record of research and teaching in their particular field. Demonstrated ability to provide academic leadership in teaching and research and in departmental development and administration is essential. Commencing salary will be established within the range NZ\$4,600 - \$83,000 per annum, having regard to the qualifications of the candidate concerned. Conditions of Appointment and Method of Application are available on request. A tenure track position is available July 1, 1988 at the rank of assistant professor. The applicant must have a Ph.D. degree in Speech-Language Pathology or related discipline and specialize in child language disorders. Specific interests in the language disorders of school aged children is preferable. Proven research and university teaching ability are required and certification by the American Speech-Language-Hearing Association is desirable. Salary will be commensurate with qualifications (an annual minimum of \$2,564). The deadline for receipt of applications is Nov. 15, 1988. The Department of Speech Pathology and Audiology is currently undertaking graduate programs, and will have a significant increase in facilities, particularly to teaching and research, upon renewal of funding in employment, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range: \$28,707-67.

**PEDiatrics**  
**THE UNIVERSITY OF ALBERTA.** Department of Speech Pathology and Audiology. Speech and Hearing Specialist. A tenure track position is available July 1, 1988 at the rank of assistant professor. The applicant must have a Ph.D. degree in Speech-Language Pathology or related discipline and specialize in child language disorders. Specific interests in the language disorders of school aged children is preferable. Proven research and university teaching ability are required and certification by the American Speech-Language-Hearing Association is desirable. Salary will be commensurate with qualifications (an annual minimum of \$2,564). The deadline for receipt of applications is Nov. 15, 1988. The Department of Speech Pathology and Audiology is currently undertaking graduate programs, and will have a significant increase in facilities, particularly to teaching and research, upon renewal of funding in employment, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range: \$28,707-67.

**PEDIATRICS**  
**UNIVERSITY OF SASKATCHEWAN.** A challenging position in Paediatric Rehabilitation is open immediately, for a young, energetic physician with Specialist Certification (R.C.P.S.C.) in Paediatrics, Physical Medicine and Rehabilitation or equivalent. This individual would join two other physicians in a university teaching hospital unit for children. The Krieger Centre, Centre of University Hospital, University of Saskatchewan, Saskatoon. The Centre operates a full range of rehabilitation services. The neurodevelopmental programs for chil-

dren. These options offer excellent opportunities for personal development with major interactions with Departments of Pediatrics and Rehabilitation Medicine. The candidate must have excellent communication and ability to function as a member of a team are essential. Appointment would be at the rank of Assistant Professor, and salary commensurate with experience and qualifications, including full fringe benefits. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries to: Dr. M.H.K. Shokel, Head, Department of Pediatrics, University Hospital, Saskatoon, Saskatchewan, S7N 0X0, or Dr. D. Leszczynski, Head, Department of Rehabilitation Medicine, University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

**PHILOSOPHY**  
**TRENT UNIVERSITY.** The Department of Philosophy has two tenure track openings at the Assistant Professor level commencing July 1, 1989. While the competition is open, the department anticipates needs in the following areas: Analytic Philosophy, Modern Philosophy, Practical Reasoning, Symbolic Logic and Philosophy of Science. Ph.D. either in hand or in progress. Commensurate with qualifications and research is a necessary condition for serious consideration. In 1989-90 the minimum salary for an Assistant Professor will be \$33,565 per annum.

Applicants should submit a current curriculum vitae and the names of three referees, to: Professor John W. Burdige, Chair, Department of Philosophy, Trent University, Peterborough, Ontario, K7A 3B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents and landed immigrants.

**UNIVERSITY OF TORONTO.** A tenure track, Assistant Professor position in the Department of Philosophy. The University of Toronto to begin July 1, 1989. Areas of specialization: 18th Century, Kant, Metaphysics, Epistemology. Areas of competence: Classical Philosophy, Logic, and contemporary issues. Applications, including a complete dossier and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline: November 15, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Department is particularly concerned to attract qualified women. Both men and women are encouraged to apply for this post.

**UNIVERSITY OF TORONTO (Scarborough College).** Ph.D. or equivalent in Philosophy and teaching experience. Duties: Research in areas of expertise; teaching in areas of expertise; supervision of undergraduate level and undergraduate teaching in other areas of the curriculum including possible involvement in courses of the University of Toronto. Appointment is effective July 1989. Complete dossier which must include C.V. and 3 letters of reference, and should include evidence of scholarly ability and teaching ability, should be sent to Professor Paul Thompson, Chair, Division of Humanities, Scarborough Campus, University of Toronto, 1255 Highway 7, Scarborough, Ontario, M1B 1A4. The deadline for applications is 15 November 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**YORK UNIVERSITY.** Faculty of Arts. Department of Philosophy. Assistant Professor, probationary first year stream. Qualifications: Ph.D. or equivalent in Philosophy, teaching experience and publications. Main areas of specialization: Philosophy of Language or Advanced Symbolic and Philosophical Logic. Duties: may include teaching in both graduate and undergraduate programmes, and the development of a programme of productive research. Appointment effective: July 1, 1989, pending University approval. Applications, including C.V. and at least three letters from academic references should be sent to: Chair, Department of Philosophy, Faculty of Arts, York University, North York (Toronto), Ontario, M3J 1P3. Appointment date: November 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

**PHYSICAL EDUCATION**  
**THE UNIVERSITY OF WESTERN ONTARIO.** Dean, Faculty of Physical Education. Applications and nominations are invited for the position of Dean, Faculty of Physical Education. The University of Western Ontario. The position is to be effective July 1, 1989, for a period of seven years, renewable. A candidate should have an established reputation as an academic researcher and teacher and should have the necessary inter-personal skills and administrative experience to provide leadership for ongoing research and the programs of the Faculty. The University of Western Ontario has a total

enrollment of approximately 15,700 full-time undergraduates, 1,300 full-time graduate students and 3,300 full-time equivalent students engaged in part-time study. The University is located in the City of London, which has a population of 280,000 and is approximately 180 km from the City of Toronto, Ontario. The Faculty of Physical Education has divisions in charge of Athletics, Physical Recreation and Intramurals, the undergraduate program and the graduate program. There are 107, Stevenson Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

**PHYSICS**  
**UNIVERSITÉ D'OTTAWA.** Le département de physique de l'Université d'Ottawa, présentement dans une période de recrutement, a des postes vacants pour plusieurs adjoints remplaçant non-syndiqués. Il est possible que ce poste devienne permanent et mène à la poste de professeur. La personne choisie devra posséder une maîtrise ou un doctorat en physique, avoir une expérience dans le domaine de la physique de la matière condensée. Des notes seront disponibles à l'embauche pour initier un programme de recherche de haute qualité dans un laboratoire d'appoint. Les candidats sont invités à soumettre leur curriculum vitae et les noms de trois références à: M. Robert C. Smith, Directeur, Département de Physique, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Les applications doivent être envoyées avant le 15 novembre 1988. En conformité avec les exigences de l'immigration canadienne, cette annonce est réservée aux citoyens canadiens et aux résidents permanents.

**UNIVERSITY OF WATERLOO.** Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, condensed matter physics, low temperature physics and relativistic physics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be assigned. A brochure and application form will be sent on request. Applicants should send a resume and names of 3 referees to: Professor J. S. Pedersen, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

**PHYSIOLOGY**  
**UNIVERSITY OF ALBERTA.** Research Associates. To study chloride channels in alveolar epithelia. Ph.D. in Physiology or Biophysics with experience in patch-clamp recording and single channel analysis. Salary commensurate with qualifications. Subject to a minimum of 3 years, subject to continued availability of funds. Salary negotiable, minimum \$20,000 per annum. Applications should be sent to: A.S. French, Department of Physiology, University of Alberta, Edmonton T6G 2H7, Canada. Closing date October 30th, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to the principle of equity in employment.

**THE UNIVERSITY OF WESTERN ONTARIO.** The Department of Psychology, Faculty of Medicine, University of Western Ontario is seeking applicants for a full-time, one-year, limited term position of Instructor-Lecturer. Candidates should have a Ph.D. or equivalent. The main function is undergraduate teaching, but with the opportunity to participate in research in one or more areas of psychology. Salary is negotiable and the position is available from July 1, 1988 and will be filled when a suitable candidate is identified. Applications, curriculum vitae and names of three referees should be submitted to: Dr. J. Kratoch, Chairman,

Department of Psychology, The University of Western Ontario, London, Ontario, N6A 5C1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Position is subject to budget approval. An Equal Opportunity Employer.

**POLITICAL SCIENCE**  
**YORK UNIVERSITY.** Faculty of Arts, Department of Political Science. The Department invites applications for an entry level, tenure track appointment in International Relations, specialization in international political economy. The desirable position may involve graduate teaching and supervision, as well as undergraduate teaching and research. Appointment to commence July 1, 1989. Requirements: Ph.D. or equivalent demonstrated research and teaching abilities and strong publication record. Salary: Commensurate with qualifications. Deadline: November 1, 1988. To apply, forward curriculum vitae with names of three referees to: Professor L. Panich, Chair, Department of Political Science, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. This appointment is subject to budget approval. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**McGILL UNIVERSITY.** Department of Psychology. The Department of Psychology is seeking applications for a tenure track position in Comparative Politics/Developing Areas, with a specialization in Latin America. The appointment is for a period of 3 years, beginning in September 1989 and is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a minimum of 2 years postdoctoral experience commensurate with qualifications and experience. Closing date for receipt of applications is November 1, 1988. Applications should include a curriculum vitae, university transcripts and three letters of reference, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855, Sherbrooke St. W., Montreal, Quebec, H3A 2T7. McGill University. Department of Psychology. The Department of Psychology is seeking applications for a tenure track position in International Relations. The preferred salaries are strategic studies, international relations, development and comparative foreign policy, including Canada. Training in empirical methods will be regarded as an asset. The appointment will begin on September 1, 1989 and is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a strong research record. Commensurate with qualifications and experience. Closing date for receipt of applications is November 1, 1988. Applications, including a curriculum vitae, university transcripts and three letters of reference should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

**PSYCHIATRY**  
**UNIVERSITY OF SASKATCHEWAN.** Director of Child and Youth Psychiatry. The Department of Psychiatry, University of Saskatchewan, requires a Child Psychiatrist to be Head of Child and Youth Psychiatry and Director of the Division of Child and Youth Psychiatry in University Hospital. It is a full-time academic leadership opportunity in a well established Division of Child and Youth Psychiatry. The person will practice at the University Hospital. The Division has a full range of services including outpatient services, a Youth Resource Centre, Parent Therapy Program, Day Programs and youth residential and group home services. There is an expectation for organization of clinical teaching and research programmes. Clinical research and academic research are encouraged. In particular, using linked Saskatchewan Health Data Files through the Department's Applied Psychiatric Research Program. The person will have a role in the organization of clinical, educational or research programmes will offer an advantage to the successful applicant. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with qualifications and experience. Please address enquiries to: D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0; Tel: (306) 966-8223.

**UNIVERSITY OF SASKATCHEWAN.** Academic Psychiatrist. A psychiatrist with a minimum of 5 years postgraduate background and a sub-specialty interest in Consultation Psychiatry is required in the Department of Psychiatry, College of Medicine, University of Saskatchewan. The position is a full-time appointment at an appropriate rank, with benefits commensurate with qualifications and experience. The incumbent will be based at the S24-bed University Hospital which has a full range of inpatient and outpatient psychiatric services, including

**CAUT expects that all positions advertised in the Bulletin are open to both men and women.**

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services in all of the sub-specialties of Adult Psychiatry. The successful candidate will be actively involved in Undergraduate and Postgraduate Psychiatry and Family Medicine Teaching in Program. The candidate's activity, clinical and epidemiological research is encouraged. In particular, using linked Saskatchewan Health Data Files through the Department's Applied Psychiatric Research Program. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Please address enquiries to: David L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0; Tel: (306) 966-8223.

**PSYCHOLOGY**  
**THE KING'S COLLEGE.** Assistant Professor of Psychology, tenure track position, pending Board of approval. Ph.D. required. Candidates should be able to teach introductory psychology and should be experienced in supervising students. Teaching load is moderate and research is required. Send letter of application, c.v., copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice-President Academic, The King's College, 10766 - 97 St., Edmonton, AB T5H 2M1. The King's College is a private institution affiliated with the University of Alberta and offering a B.A. degree. Position effective July 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Psychology. The University of British Columbia, invites applications for two tenure track faculty positions beginning July 1, 1989: the assistant professor position. The first position is designed for candidates in Social Psychology. Excellence will be emphasized over specific areas with strong psychology background. Candidates with expertise in the following areas are also invited to apply for the second position. (A) Human Neuropsychology. We are seeking research expertise in developmental or clinical neuropsychology with demonstrated research expertise and interests in clinical applications of these areas. (B) Clinical Neuropsychology. We are seeking research expertise in clinical studies, (C) Clinical Child Psychology or with demonstrated research interests in family, child and adolescent intervention; (D) Social Judgement and Decision Making. Applicants for both positions should have a Ph.D. and be trained and actively involved in research. When applying, please specify your area of interest. The responsibilities are those appropriate to a research oriented doctoral programme and include supervision of graduate student research and undergraduate and graduate teaching. Applicants must be able to show strong research commitment and achievement demonstrated by published work, as well as a dedicated interest in teaching. Salary to be commensurate with experience. The positions are contingent upon budgetary considerations. The University of British Columbia is an equal opportunity institution and is committed to qualified female and male applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (denied immigrants) of Canada. Send complete curriculum vitae, reprints and names of at least three referees to: Dr. J. H. Stewart, Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. V8T 1Z7, Canada. Closing date for applications is December 1, 1988.

**UNIVERSITY OF REGINA.** Department of Psychology. A position is available for a tenure stream position in Clinical Psychology to commence July 1, 1989. Salary commensurate with qualifications and experience. A Ph.D. and a strong research background, evidence of research productivity, clinical experience, and eligibility for registration in the Province of Saskatchewan are required. The incumbent will be expected to teach modern theories of psychopathology and intervention techniques at undergraduate and graduate levels and supervise graduate level practica and internships to specialization and publish research in area of psychopathology. Candidates



# Announcements



Université Laval, Québec, 3, 4, 5 juin 1989, sous les auspices de l'Association des études canadiennes (AEC) et du Conseil international d'études canadiennes (CIEC), Canada, Traditions & Révolutions. Le thème général retenu permet de valuer des aspects intellectuels, culturels, sociaux, économiques, technologiques de la société canadienne, en insistant tout particulièrement sur les traditions et les changements qui les ont marqués. Il n'exclut aucune discipline. Conseil International d'études canadiennes / Association des études canadiennes, 256 avenue King Edward, #300, Ottawa, Ontario, Canada K1N 7M1, Tél: (613) 222-0417.

**1988 NATIONAL EDUCATION CONFERENCE:** November 5 - 7, 1988, Constellation Hotel Toronto. Sponsored by the Canadian Jewish Congress and the Canadian Zionist Federation, the conference will focus on issues and concerns facing Jewish education. The theme for the three day event is "Yehi B'Yad - Hand in Hand - The Successful Partnership of Volunteers and Professionals in Advancing Jewish Education". A reception and cultural program is planned for Sunday evening November 6. Information on how to register may be obtained by calling either Joyce Levine or Yehuda Lipitz at (416) 638-2883. Professional and lay educators, university students concentrating on Jewish education, teachers' federation representatives and

community leaders will take part. **MED-CORP SPONSORS A CONFERENCE: "AIOS: A CHALLENGE FOR EDUCATORS"**. Stephen Lavis, Canadian Ambassador to the United Nations, will be the keynote speaker at the conference sponsored by Med-Corp October 20-21, 1988 at the Toronto Airport Hilton. A conference specifically designed to provide Administrators of public and private schools, colleges and universities, Principals or their designates and senior teaching and counselling staff with a comprehensive and practical approach to managing implications of AIOS in the school. Attendance at this conference will provide educators with the framework to address these critical issues, policy development and guidelines, health hazards facing students and staff, legal liabilities, counselling approaches, teaching strategies. The fee of \$195.00 includes the pre-conference reception, registration, conference materials, refreshments, and lunch. Contact: Med Corp Inc., Occupational Health and Management Consultants, Suite 200 - 145 Queen Street East, Brampton, Ontario, L6W 3P6; tel: (416) 852-9111. **CALL FOR PAPERS & CONFERENCE: "INTERNATIONAL PERSPECTIVES: Participation in Special Education"**, International conference in special education. Location: University of British Columbia, Vancouver, B.C. Canada. Time: May

17 - 20, 1989. Action: Start planning to participate now! Members of the conference planning committee: Bryan Clarke, Randy Cranston, Marg Csapo, David Kahan, Perry Leslie, Ron McLeod, Robert Poulet, Bob Pout, Ken Radice, Allen Silvers. Department of Educational Psychology and Special Education, Faculty of Education, University of British Columbia, 2123 Main Mall, Vancouver, B.C. Canada, V6T 1Z5; submissions to: Marg Csapo, SASKATCHEWAN INSTITUTE OF APPLIED ARTS AND SCIENCE is host to the Association of Canadian Community College Conference, May 29 - 31, 1989 in Regina, Saskatchewan. The theme for conference '89: "Renaissance: Innovations in Education". Conference '89 is an opportunity to reflect upon and to participate in a major learning event that focuses on creative activities in the general categories of educational, financial and human resource renewal and innovation. The conference will also explore models of education management and policy development with the post-secondary system. Contact: Bill Coulthard, Program Committee, ACCC Conference Office, Box 556,

Regina, Saskatchewan, Canada, S4P3A3; phone (306) 787-5775. **CALL FOR PAPERS: The National Testing Network In Writing, Dawson College and The City University of New York announce The Seventh Annual NTNW Conference on Writing Assessment** from April 9-11, 1989, at the Sheraton Centre in Montreal, Quebec, Canada; this is the first time this conference has been held in Canada. There will be a strong international perspective. Topics to be explored in panels, workshops and forums. Each session is 75 minutes; you may propose a panel for an entire session or an individual presentation of 20 to 60 minutes. Presentations need not be formal papers. Proposals should be no longer than 250 words and should summarize content, method of presentation, and audience (second/ypost secondary, teacher, administrator, researcher/ test developer). We will also have a strand of 20-minute research reports on April 10. Deadline: October 31, 1988. Please send proposals to: Linda Shrodt, Literacy Across the Curriculum, Osweston College, 3040 Sherbrooke Street West, Montreal, Quebec,

Canada, H3Z 1A4. **ALCOHOL AND CHILDOF FAMILY HEALTH CONFERENCE:** Vancouver, October 28-29, 1988. Sponsored by the BC Fetal Alcohol Syndrome Resource Group, this conference is aimed at primary care workers and will discuss the prevention of maternal drinking during pregnancy and the habilitation of the child with FAS. Contact: Conference Secretary, Alcohol Drug Education Service, #302 - 96 East Broadway, Vancouver, B.C. V5T 1V6; Tel: (604) 674-3466. **CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION / LA SOCIÉTÉ CANADIENNE POUR L'ÉTUDE DE L'ENSEIGNEMENT SUPÉRIEUR** - recently published, 1987 CSSE Conference Proceedings - "Higher Education: A Changing Scene" \$20.00 to members of CSSE and \$25.00 to non-members, available from the CSSE Secretariat, 151 Slater St., Ottawa, Ont., K1P 5N1. **SECURITY CANADA '88:** (The Canadian Alarm and Security Association (CASSA) presents Security Canada '88, November 6 - 8, 1988. Over 140 exhibits, seminars, industry forum, social events. Keynote speaker will be Brian Crofton. For more information call or write: The Canadian Alarm and Security Association, 2175 Sheppard Avenue East, Suite 110, Willowdale, Ontario M2J 1W8; Phone: (416) 491-2621.

**CONFERENCE: "Sexuality and Values"**, June 19-21, 1988. The University of Guelph's 11th. annual sexuality conference will examine current issues in human sexuality, teaching approaches in sex education, and counselling methods for sexual problems. The keynote speaker will be Or Sol Gordon. For further information write: Continuing Education Division, University of Guelph, Guelph, Ontario N1G

2W1, or telephone (519) 824-4120, ext. 3956. **READING '89:** "Language and Learning", 22nd annual conference, February 15 - 17, 1989. Conference Highlights to include: In-depth seminars, one-day seminars, major conference speakers; major group sessions; learning materials display; wine & cheese social/cabaret. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3. **SPECIAL EDUCATION '89:** 16th annual conference, May 4 - 5, 1989. A national conference designed to provide updating study and analysis of special education, intended for: educators, social workers, all in the helping professions. Conference Highlights: major conference speakers; major group sessions; learning materials display; wine & cheese social. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3. **MATHEMATICS '88:** 15th annual conference, May 25-28, 1988. A national conference designed to provide updated study and analysis of Mathematics from early childhood to University levels. Programme to include: prominent scholars presenting a variety of relevant topics; expert group discussions leading conducting practical workshops; providing participants with the ability to implement in the classroom; learning materials display; wine & cheese social. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

## THE HUMAN SCIENCES

### Their Contribution to Society and Future Research Needs

edited by  
Baha Abu-Laban and  
Brendan Gail Rule

The importance of continued funding of research within the scholarly community, especially in the humanities and social sciences, has become a major consideration as Canadian universities plan for the future. Canadian academics and politicians present their perspectives on the role of the human sciences in modern society and on the social, economic, and cultural contributions of research in the human sciences and emphasize the absolute necessity of scholarly activity for Canada's institutional and cultural advancement.

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University of Alberta  
Edmonton

### Chairman Department of Microbiology

Applications and nominations are invited for the position of Chairman of the Department of Microbiology at the University of Alberta. The Department of Microbiology is a well-equipped research oriented department in the Faculty of Science. It currently consists of eleven (11) academic staff, eleven (11) support staff and twenty-one (21) graduate students.

We are seeking candidates with excellent leadership qualities, an outstanding research record and a dedication to teaching at the undergraduate and graduate level.

This position will be available July 1, 1989 and the salary and rank will be commensurate with experience. Applications or nominations, including a detailed curriculum vitae and the names of three referees, should be received by November 1, 1988 and addressed to:

Dr. W. John McDonald  
Dean of Science  
University of Alberta  
Edmonton, Alberta, Canada  
T6G 2E9

The University of Alberta is committed to the principle of equity in employment.

#### COUNSELOR EDUCATOR Niagara University Niagara University, New York

Niagara University, Counselor Education, Assistant or Associate Professor, tenure track position in the Department of Education Counseling Program. Must have an earned doctorate and be qualified to teach all courses required for School Counselor Certification program; with expertise in Family Counseling, Counseling Theory and Group Process. Responsibilities will also include practicum supervision and advisement of graduate students at the Master's and Specialist levels of graduate study. Prior counseling experience, university teaching and a record of research and publication are required. The position is available January 1, 1989.

Salary: Negotiable depending on experience and qualifications. Applicants should submit a letter of interest, academic vitae, selected manuscripts and three letters of recommendation by November 1, 1988.

Dr. Thomas Sheeran, Chair  
Department of Education  
Niagara University  
Niagara University, New York  
14109

Niagara University is an Equal Opportunity Employer



### WILFRID LAURIER UNIVERSITY WATERLOO, ONTARIO DEAN OF FACULTY OF MUSIC

Nominations and applications are invited for the position of Dean of the Faculty of Music. The appointment will commence July 1, 1989, or at a mutually agreeable time, and would normally be for five years, renewable.

Candidates should hold a completed doctorate and have administrative and teaching experience.

The Faculty of Music offers the B.Mus., B.A., and B.Mus.Th. degrees as well as an undergraduate diploma in performance and a post-graduate diploma in opera. The program has a performance emphasis. Full-time enrolment in music programs has been limited to 230-250 students for several years. A new music building was completed in 1988. The incumbent Dean, Dr. Gordon K. Greene, is not standing for reappointment.

Nominations and applications, accompanied in the latter case by a résumé and the names of three referees, should reach the undersigned by November 15, 1988.

Dr. Russell W. Muncaster, Chairman  
Search Committee for Dean of Faculty of Music  
Wilfrid Laurier University  
Waterloo, Ontario N2L 3C5

In accordance with Canadian Immigration requirements, only Canadians and Landed Immigrants to Canada need apply for this position.



#### Assistant/Associate Professor Institute of Molecular Biology and Biochemistry SIMON FRASER UNIVERSITY

Applications are being accepted for two positions.

**NUCLEIC ACID/PROTEIN BIOCHEMIST:** Candidates should have interests in protein/nucleic acid interactions or nucleic acid structure and function.

**DEVELOPMENTAL GENETICIST:** Candidates should be applying genetic and modern molecular approaches to model developmental systems.

Postdoctoral experience and demonstrated research potential are required. Appointments and teaching duties will be in the Departments of Chemistry or Biosciences. Applicants should forward a complete curriculum vitae, reprints of most significant publications, and three letters of reference to:

The Director  
Institute of Molecular Biology and Biochemistry  
Simon Fraser University  
Burnaby, B.C. V5A 1S6  
Canada

Closing date for applications will be December 1, 1988. While all eligible candidates are encouraged to apply, initial preference shall be given to applicants who are eligible for employment in Canada at time of application.





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From: Toronto/Halifax	\$528.00 — \$788.00
To: PARIS (Charles de Gaulle)	\$598.00 — \$828.00
From: Toronto	\$598.00 — \$828.00
Montreal	\$558.00 — \$788.00
To: FRANKFURT	\$628.00 — \$928.00
From: Toronto	\$628.00 — \$928.00
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From: Toronto/Montreal	\$678.00 — \$978.00

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- Payments: deposit of \$125.00 per person due within 7 days of making the reservation, final payment and ticketing at least 21 days prior to departure.
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PERTH	\$1884	\$2073	\$2325	\$2073	\$2262	\$2578
AUCKLAND	\$1380	\$1569	\$1821	\$1569	\$1758	\$2073
CHRISTCHURCH	\$1443	\$1632	\$1884	\$1632	\$1821	\$2136

LOW: April - September SHOULDER: October - November HIGH: December - March

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Sarnia/Windsor	\$350.00
St. John's, Nfld.	\$580.00

Halifax/Fredericton/	\$420.00
Moncton/St. John, NB.	\$420.00
Charlottetown	\$450.00

**RULES:** Months Apex Fare: (Advance Purchase Exc.)

Maximum of 3 stopovers plus turn-around point

Minimum 14 day advance Reservation/Ticketing

**INSURANCE:** Canadian citizens require a valid passport and visa for Australia. Australian departure tax of A\$10.00 to be paid locally. Sydney (Kingsford-Smith) Airport is 10 Km from city, transfer by bus A\$2.00 or taxi A\$9.00. Melbourne (Tullamarine) Airport is 22 Km from city, transfer by airporter bus A\$5.00 or taxi A\$16.00. Brisbane Airport is 11 Km from city, transfer by airporter bus A\$2.50 or taxi A\$7.00. Perth Airport is 18 Km from city, transfer by airporter bus A\$3.50 or taxi A\$9.00.

**New Zealand:** Canadian citizens require a valid passport only. New Zealand departure tax from Auckland is NZ\$10.00, Christchurch NZ\$20.00 and Wellington - no tax. Auckland International Airport is 22.5 Km from city, transfer by Downtown Airline Coach is NZ\$7.00. Christchurch International Airport is 11.2 Km from city, transfer by Christchurch Transport Board is NZ\$3.00. Wellington International Airport is 8 Km from city, transfer by Guitry's Coach Line is NZ\$3.80.

Minimum stay: 6 days; Maximum stay: 6 months

Non Refundable 35%

Canadian Transportation Tax - \$19.00 extra

**RULES:** 1 Year Excursion Fare:

Maximum of 6 stopovers plus turn-around point

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All information is subject to change without notice.

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